



2023

Sustainability Report

About this report

This Sustainability Report provides an overview of Jadestone’s approach to environment, social and governance (“ESG”) issues over the period of 1 January 2023 to 31 December 2023. It is part of Jadestone’s 2023 corporate reporting, alongside the 2023 Annual Report.

Frameworks and standards

This report has been informed by:

- Global Reporting Initiative (“GRI”): GRI 11: Oil and Gas Sector Standard (2021) and GRI Universal Standards (2021);
- Sustainability reporting guidance for the oil and gas industry, joint publication between IPIECA¹, API² and IOGP³ (2020);
- The recommendations of the Financial Stability Board’s Task Force on Climate-related Financial Disclosures (“TCFD”) and
- CDP⁴ Climate Change Reporting Guidance (2023).

Reporting scope and boundaries

As an upstream operator, Jadestone continues to report and consolidate its greenhouse gas (“GHG”) emissions on an operational control basis for its portfolio of operated assets. This approach typically extends to health, safety and environment (“HSE”) metrics and is aligned with Jadestone’s authority to implement operational policies and therefore influence performance. Jadestone is committed to continuous improvement in ESG disclosures across material areas of impact, where this information is decision-useful.

Four Jadestone-operated assets in Australia and Malaysia are the primary focus of this year’s disclosures, with the inclusion of the Akatara gas development, where relevant. The coverage of ESG metrics across assets is detailed in the Basis of reporting section on page 48.

GHG accounting

Jadestone uses methodologies that are consistent with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard⁵ to define and calculate its GHG emissions.

As the Group continues to expand its operations within the Asia-Pacific (“APAC”) region, it has elected to calculate and consolidate its GHG emissions based on the local regulatory frameworks in the relevant countries of operations.

For operations conducted within Australia, Jadestone continues to calculate its GHG emissions in accordance with the Australian National Greenhouse and Energy Reporting (Measurement) Determination 2008. In Malaysia, GHG data for the Peninsular Malaysia (“PenMal”) operated assets is calculated in accordance with the requirements of the local industry regulator (Petronas Malaysia Petroleum Management), which is aligned with the API² Compendium. For countries that do not have a regulatory framework for accounting GHG emissions, the API Compendium of Greenhouse Gas Emissions methodologies (2021) and its emission factor method will be applied.

Assurance

This Sustainability Report has not been subject to any external third-party assurance. An environmental accounting firm was engaged to prepare the 2023 energy use and GHG emissions data for Australian assets. Further, GHG methodologies applied by Jadestone were validated by a leading environmental consultancy to ensure they are fit for purpose and aligned with industry practice.

Report feedback

Jadestone welcomes feedback on this report via esg@jadestone-energy.com



04 Overview

- 07 Message from the CEO
- 08 About Jadestone
- 10 Sustainability at Jadestone
- 11 Governance, ethics and compliance
- 12 Stakeholder management
- 13 Material ESG topics
- 15 2023 ESG performance



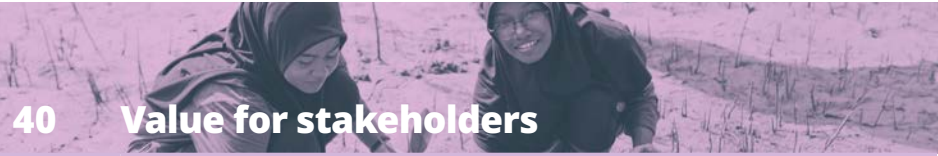
16 Energy transition

- 18 Energy transition
- 19 Net Zero roadmap and interim targets
- 21 GHG emissions
- 24 Climate change and business model resilience



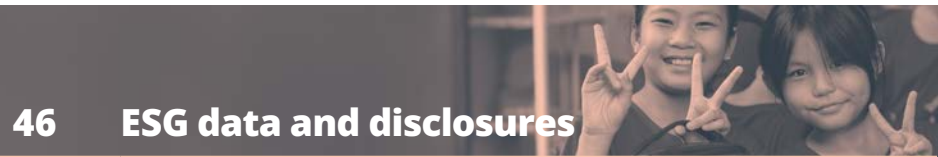
32 Responsible operations

- 34 HSE performance
- 35 HSE systems
- 38 Environmental management



40 Value for stakeholders

- 42 Workforce management and diversity
- 43 Enhancing local community impacts



46 ESG data and disclosures

- 48 Basis of reporting
- 50 ESG data
- 53 GRI index
- 56 Glossary



1 IPIECA, formerly known as the International Petroleum Industry Environmental Conservation Association.
2 API, American Petroleum Institute.
3 IOGP, International Association of Oil and Gas Producers.
4 CDP, formerly known as Climate Disclosure Project.
5 Revised Edition, March 2004, published by the World Resources Institute and the World Business Council on Sustainable Development (WRI/WBCSD).



Overview

- 07 Message from the CEO
- 08 About Jadestone
- 10 Sustainability at Jadestone
- 11 Governance, ethics and compliance
- 12 Stakeholder management
- 13 Material ESG topics
- 15 2023 ESG performance

2023 ESG highlights



Net Zero
interim targets announced



Local economies
supported via taxes, royalties and
community programmes



TRIR¹ year on year reduction
at 0.86 on par with IOGP² benchmark



CDP³
reporting on climate initiated



94%
local nationals employed



86%
employee participation in the 2023
engagement survey



Zero violations
of anti-bribery and anti-corruption
laws



Zero LTIs⁴
across operations



Biodiversity Action Plan
developed for the Akatara site

1 Total recordable injury rate.
2 The International Association of Oil & Gas Producers.
3 Climate Disclosure Project.
4 Lost time injury ("LTI").



A. Paul Blakeley OBE
EXECUTIVE DIRECTOR, PRESIDENT AND CHIEF EXECUTIVE OFFICER

Message from the CEO

Welcome to Jadestone’s 2023 Sustainability Report, where we share a detailed overview of our performance across key areas of impact. We have continued to look for ways to operationalise sustainability, focusing on the strategic pillars of responsible operatorship, energy transition and benefitting stakeholders. Our ESG efforts and all business activities are underpinned by a robust governance framework and unwavering commitment to high standards of ethical behaviour.

Responsible operator

As an upstream oil and gas operator, the safety and well-being of our people are paramount. Our safety record improved materially in 2023 with the total recordable injury rate at 0.86, working over 4.64 million work hours without any serious injuries. Particularly pleasing has been the track record at the Akatara gas development in Indonesia, where the team has been managing numerous work fronts during the year, all without an LTI. Work does not stop here as we look to further strengthen our safety culture, with an unwavering focus on preventing significant events from happening.

Relevance in the face of energy transition

Geopolitical developments have continued to highlight the energy trilemma at hand, with energy security, affordability and sustainability requiring a careful balancing act amongst all the actors involved in the energy systems. The UN’s COP28 in Dubai, the global conference on climate, emphasised the need to “transition away from fossil fuels” in a just, orderly and equitable manner. The importance of managing this transition in a way that considers the economic and social implications for communities and countries reliant on the industry is apparent in our view. We remain resolute that Jadestone’s core strategy of providing the APAC region with the necessary energy from existing oil sites and new gas developments, is helping the region balance these pressing priorities.

It is without doubt that hard-to-abate sectors must urgently accelerate climate action during the decade to 2030. In response to the climate crisis, we have committed to interim targets to reduce Scope 1 and 2 greenhouse gas emissions. Our Net Zero roadmap outlines our pathway to achieving a 20% reduction by 2026 and a 45% reduction by 2030, compared to 2021 levels. We set out the boundaries of the commitment and an implementation plan for attaining these goals in this report and will remain transparent on our progress and challenges along the way. We understand the importance of transparency in our climate actions, which is why we have begun reporting to CDP for the first time, laying the groundwork for enhanced climate disclosures and accountability.

Benefitting our stakeholders

Understanding the needs of our key stakeholders is critical for our success. Stakeholder engagement efforts were rampant this past year, both in Australia in relation to our offshore sites and in Indonesia at the Akatara gas development site. Our Akatara gas development project in Indonesia stands as a testament to our commitment to local empowerment, creating employment opportunities and supporting community initiatives such as canal revitalisation and clean water programmes. I witnessed the tangible impact of our efforts during my recent visit, which reaffirmed the importance of our stakeholder-centric approach.

Our workforce remain our greatest asset, driving our success with their dedication and expertise. We have prioritised initiatives to foster a united and motivated team, and I am encouraged by the positive feedback we have received. I extend my heartfelt gratitude to all Jadestone colleagues for their support as we continue our journey towards shared prosperity.

Operated assets in Australia (Stag and Montara) and Malaysia (PM329 and PM323), as well as, where relevant, the Akatara gas development in Indonesia (Lemang PSC) are the primary focus of this year's report².

About Jadestone

- We are an upstream oil and gas company operating in the Asia-Pacific region. We aim to deliver value for our stakeholders by acquiring and maximising the life of fields already in production, as well as developing discovered gas resources to satisfy domestic energy demand and support regional economic growth.
- We believe that our strategy allows us to play an important role in the energy transition - as oil and gas majors divest their mid-life assets, we are well positioned to be the steward of those assets through to the end of field life.
- We take the view that this strategy is fit for the energy transition, as existing fields and discoveries can fulfill global hydrocarbon demand without requiring new resource additions through exploration. This position is informed by the International Energy Agency's ("IEA") *Net Zero by 2050 roadmap*³ as well as *2023 World Energy Outlook*, which state that "the Net Zero Emissions Scenario does not require new exploration or the development of new long lead time upstream conventional oil and gas projects", whilst recognising that there is a need for continued investment in existing sources of oil production in order to meet energy demand.

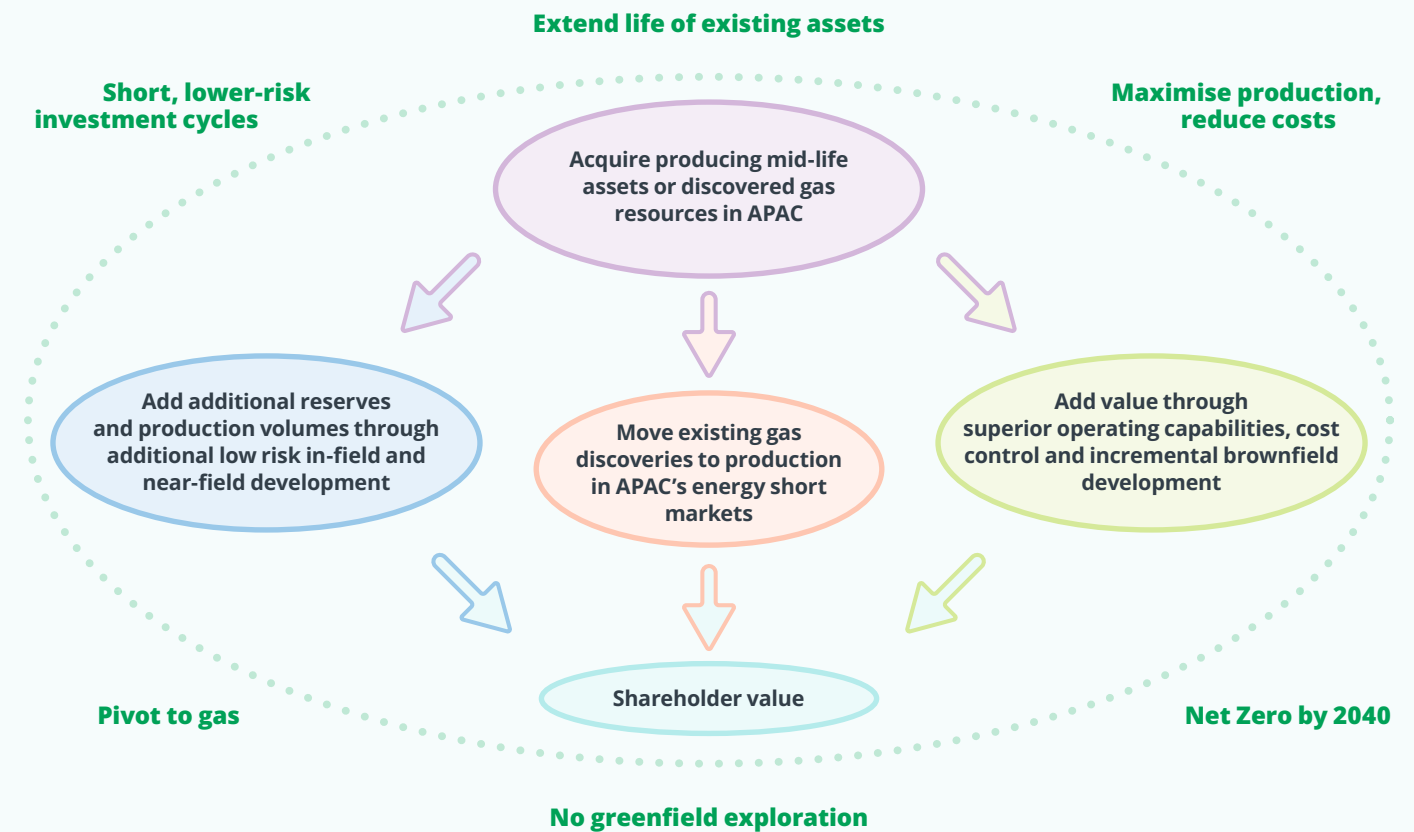
1 Pending outcome of Jadestone's application in the ongoing Malaysia Bid Round Plus.

2 Please refer to pages 48 and 49 for further information on Jadestone assets.

3 Net Zero by 2050, a Roadmap for the Global Energy Sector, May 2021.

Jadestone's operating model

Pursuing an energy transition strategy that mirrors the key principles outlined in the IEA's Net Zero Emission by 2050 Scenario.



IEA's World Energy Outlook 2023 – oil and gas demand in its climate scenarios¹

The IEA's recently updated scenarios (2023 World Energy Outlook) propose three alternative outlooks for global oil demand:

- **Stated Policies Scenario ("STEPS"):** global oil demand increases from 97 mmbbls/d in 2022 throughout the 2020s but the peak is brought forward by approximately five years to the late 2020s at 120 mmbbls/d per day. The reduced demand is driven by the uptake of electric vehicles for road transport, despite an increased demand in the petrochemical feedstock and aviation sectors. Prices remain flat around US\$80/bbl. Investment levels in upstream oil and gas fields (both new and existing) are expected to remain steady (at just over US\$500 billion per annum) to 2030.
- **Announced Pledges Scenario ("APS"):** incorporating industry pledges and advancements in technology means oil demand never returns to the 2019 peak and global oil demand reduces from 97 mmbbls/d in 2022 to 93 mmbbls/d in 2030 and to 55 mmbbls/d in 2050. Prices fall gradually to US\$74/bbl by 2030 and US\$60/bbl by 2050. Demand reduces more sharply than in STEPS due to a much larger uptake of electric vehicles and an increase in low emission fuels in shipping. Whilst oil demand is lower than in STEPS, there is still a need for new conventional projects, and approximately US\$470 billion is invested annually on average to 2030.

- **Net Zero Emissions by 2050 Scenario ("NZE"):** global oil demand falls from 97 mmbbls/d in 2022 to 78 mmbbls/d by 2030 and 24 mmbbls/d by 2050. The reduced demand is driven by the electrification of road transport and the use of low emission fuels in shipping and aviation. Prices fall to US\$40/bbl in 2030, trending lower thereafter (US\$25/bbl by 2050). Declining fossil fuel demand can be met without the need for the development of new oil fields, but with continued investment in existing assets (e.g., for example through the use of infill drilling), and this requires US\$260 billion of annual average upstream investment to 2030.

Considering gas demand in SE Asia, it is set to increase through to 2050 in STEPS (from 158 billion cubic meters ("bcm") in 2022 to 254 bcm in 2050). In APS, it increases into 2030 but decreases to 122 bcm by 2050. No regional breakdown for gas demand is available in the NZE scenario, but observing the trend in emerging market and developing economies, a gradual decline is observed from late 2020s with a steeper drop between 2030 and 2050.

Furthermore, the IEA reflects on the repercussions of Russia's war in Ukraine and recent instability in the Middle East leading to disruption of energy markets and prices. The IEA emphasises the benefits of energy security and the importance of affordable, reliable and resilient supply, especially in price-sensitive developing economies, during the shift to a more sustainable energy system.

Jadestone's business strategy is informed by the IEA's insights. The Group continues to test its portfolio resilience in the above scenarios as outlined on pages 24 to 31.

1 IEA's oil price forecasts for each of the climate scenarios are in 2022 real terms.

Sustainability at Jadestone

Jadestone is committed to being a responsible operator, that contributes to an orderly energy transition by helping to meet regional energy demand, whilst bringing positive social and economic benefits for its stakeholders.

Jadestone takes a strategic approach to embedding sustainability throughout its business, which is overseen by the Board and supporting sub-committees. This is reflected in its ESG framework, which represents priority areas that are most relevant to its business, and where it believes it can make the biggest contribution. The framework includes consideration of the United Nations Sustainable Development Goals (“UN SDGs”) and the IPIECA¹ SDG Roadmap for the oil and gas sector.

ESG performance is weighted at 25% in the overall Group performance agreement for 2024, on par with traditional financial and operational targets. Jadestone’s targets and aspirations for 2024 are listed below.



ESG framework

Strategic pillars



Energy transition

Achieving Net Zero Scope 1 and 2 GHG emissions for operated assets by 2040, in support of the Paris agreement and in line with the IEA’s guidance



Responsible operator

Ensuring safe and reliable operations whilst striving to minimise environmental impacts



Benefitting stakeholders

Building a strong and diverse organisation whilst supporting local communities around our activities

Corporate governance

Further strengthen governance and business ethics standards and practices

2024 ESG aspirations and targets

- Progress towards intermediate Net Zero targets
- Continue to enhance climate disclosures, informed by the TCFD framework²
- Ensure robust GHG and ESG data systems and processes across assets

- Ensure safe operations, targeting zero life altering events and zero Tier 1 process safety events
- Continue to minimise negative impacts on the environment
- Maintain support from regulators and target zero material³ enforcement notices

- Strive for improved employee engagement and alignment with Group values
- Deliver community development programmes in areas where we operate

UN SDGs



1 IPIECA, formerly known as the International Petroleum Industry Environmental Conservation Association.
2 Task Force on Climate-Related Financial Disclosures.
3 That result in activity cessation.



Governance, ethics and compliance

Corporate governance involves an effective system of policies and procedures to promote and support individual and Group accountability, ethical and responsible decision making and effective risk management. Jadestone continuously seeks to improve its corporate governance practices in alignment with the Quoted Companies Alliance (“QCA”) Corporate Governance Code. Its latest compliance statement can be accessed in the Corporate Governance section of the 2023 Annual Report.

Jadestone has embedded appropriate governance systems to ensure that the Board and Jadestone’s leadership team have oversight of critical ESG issues and enterprise-level risks, such as climate change, safety, incident preparedness and community impacts. Jadestone’s ESG governance is discussed in more detail on pages 25 to 26.

Legal compliance

Jadestone is committed to complying with all laws and regulations in all jurisdictions in which the Group operates. Jadestone achieves compliance with operational and corporate requirements by leveraging the legal and HSE teams in operating countries. As necessary, Jadestone seeks assistance and advice from specialised legal practitioners to deliver services which are equivalent to best practice in the oil and gas industry. Prior to the acquisition and incorporation of new assets, legal due diligence to achieve appropriate regulatory approvals is undertaken. Jadestone had no material regulatory enforcement notices during the reporting year.

Business ethics

Company’s Code of Conduct Policy is a succinct expression of its core values and outlines expectations for ethical behavior, with a focus on anti-bribery, human rights and equality, safety, and environmental sustainability. All new employees receive induction on the Code of Conduct and a refresher is offered to employees annually. All organisations within Jadestone’s supply chain are contractually required to meet the standards of the code. Further, a standalone Anti-Bribery and Anti-Corruption Policy emphasises a commitment to professionalism and integrity, including the dealings with stakeholders, rejection of facilitation payments, gifts and hospitality, and transparent charitable donations.

We foster a culture of “speaking up” and encourage our employees to raise their concerns if they suspect or are aware of any potential ethical wrongdoing or legal offence that involves the Group, as outlined in the updated Whistleblower Policy, which is managed and implemented by Jadestone’s Legal and Human Resources (“HR”) teams. Employees are advised to report any ethical issues to line managers as the first port of call or the General Counsel. Jadestone has partnered with an external independent whistleblowing hotline provider, who ensure anonymity of the process.

Human rights

Jadestone is committed to protecting and respecting human rights of its employees, the communities where it operates and those working within its supply chain. This commitment is evident through its Group-wide Human Rights Policy, which condemns any form of human rights violations, including child and forced labour, and discrimination within its business operations and supply chain. Jadestone issues an annual statement that sets out its approach to ensuring no modern slavery or human trafficking occurs within its supply chains or business. The statement is made pursuant to the UK Modern Slavery Act 2015 and a joint statement under the Australian Modern Slavery Act 2018, with the most recent statement for the financial year ending 31 December 2023 on the Jadestone website.

Jadestone employs a thorough approach to supply chain due diligence, seeking a balance between country-specific risks and supplier compliance. Jadestone acknowledges the need for robust management systems to prevent modern slavery within its supply chains. Protective measures, including termination rights, are integrated into supplier contracts. Jadestone maintains a zero-tolerance policy, promptly suspending and investigating any supplier suspected of modern slavery involvement.

In 2023, supplier due diligence was enhanced by the Australia business by introducing a specific questionnaire on modern slavery risks as well as wider business ethics compliance expectations within its ISNetwork contractor pre-qualification, screening and management system. This step enables Jadestone to better identify risks within its supply chains and take mitigating actions where required. At the Akatara gas development in Indonesia, a third-party was engaged during 2023 to undertake a human rights risk assessment in relation to the project, which also considered the risk of engagement of child labour or forced labour in suppliers. Mitigations measures have been identified and are being monitored for completion, with third-party assurance.

Jadestone recorded zero incidents of business ethics-related breaches during 2023:

- No legal actions for anti-competitive behaviour, anti-trust, and monopoly practices;
- No incidents of corruption;
- No recorded breaches of the Code of Conduct;
- No alleged incidents of discrimination reported across operations; and
- No significant negative human rights or labour rights impacts identified in supply chain.

Stakeholder management

Building meaningful, lasting relationships across geographies, jurisdictions and cultures is fundamental to enabling Jadestone to operate, grow and execute its strategy. Jadestone employs inclusive and tailored stakeholder engagement and consultation practices when undertaking business activities. The below table outlines primary stakeholders, their interests and methods of engagement, highlighting select engagements for the reporting year.

Jadestone’s primary stakeholders and engagement methods

Key Stakeholders	Purpose	Select impacts in 2023
Host governments & regulators	Complying with the environmental standards, policies and practices of local jurisdictions, for all operations.	Jadestone continues to work in close alignment with the local regulators in all of its countries of operations (see section Regulatory management page 36).
Local communities and interest groups	Responsibility to protect the livelihoods of the people and the environment in which we operate in, whilst maximising social and economic benefit.	Jadestone continues to foster individual and community prosperity around its business activities through its community engagement programmes (see pages 44 to 45). As part of its stakeholder consultation strategy in Australia, Jadestone held meetings and community sessions with multiple groups, with newspaper and social media adverts reaching over 70,000 people in communities closest to their Stag facility. Throughout this extended process, Jadestone built on its existing and new relationships to ensure a transparent, open and effective consultation process, as described on page 36.
Workforce	Diverse and empowered workforce as a paramount factor for Jadestone’s success.	Employee engagement survey was prepared and executed by a specialist third-party, ensuring that more comprehensive and granular inputs are captured. Participation levels almost doubled, with a 86% response rate.
Shareholders	Factoring in shareholder expectations when setting its strategic course.	Jadestone ensures that open dialog is maintained with its shareholders either through direct engagement or indirectly through the company’s advisers. Following the decision of the Group to conduct a financing transaction in June 2023, the Chair met with the Group’s major shareholders to explain the reasons for the equity raising and understand their feedback on the equity fundraising and the Group’s recent performance more generally. The feedback from shareholder in this exercise was formally considered and discussed amongst the Board, which decided to implement several changes to the management and governance structure of the Group.
Lending banks	Seeking and maintaining strong long-term relationships with major financial institutions providing finance to fuel its growth strategy.	Jadestone has close relationships with several international lending banks, engaging on a number of fronts, including ESG. Jadestone’s reserves-based lending facility (“RBL”) was closed with a group of four, reputable, international banks in May 2023, with another bank joining in the latter half of the year.
Business partners and industry associations	Ensuring productive relationships with industry partners to pursue its business goals.	Jadestone keeps abreast of industry developments by engaging with local industry associations and by participating in industry events. In 2023, this included the APPEA conference in Adelaide, Australia and Energy Asia in Kuala Lumpur, Malaysia.



Material ESG topics

Jadestone confirms its most material ESG topics before preparing its annual disclosures each year. Referencing the GRI 11: Oil and Gas Sector standard and its likely material topics, the Group is guided by the key determinants of materiality:

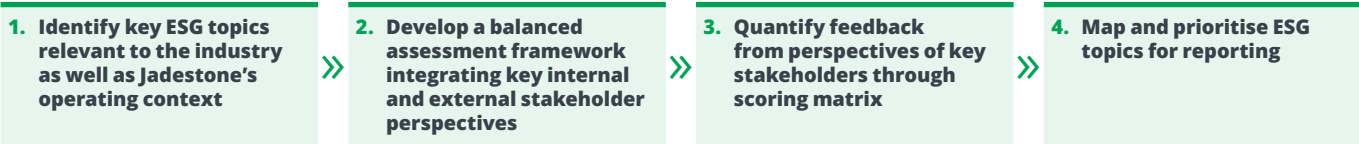
- Does the topic represent the Group’s most significant impacts on the economy, environment, and people, including impacts on their human rights and can therefore impact the business (growth, risk or cost);
- Does the topic matter to our stakeholders and do they expect us to manage it accordingly?

Jadestone has been applying a comprehensive assessment methodology, refined over the years with help of a consulting firm, which integrates both internal and external stakeholder perspectives. Moving onwards, it will be undertaking materiality mapping every second year, building on comprehensive assessments undertaken in previous years, whilst continuously monitoring potential changes based on risk and policy reviews in its jurisdiction, interactions with key stakeholders and overall macro developments.

Its approach is reflected in the below ESG materiality assessment flowchart.



ESG materiality assessment process



Material ESG topics in 2023

The nine material topics listed in the table below have been informed wherever possible by the likely material topics (“LMTs”) in the GRI 11 sector standard as well as IPIECA sustainability reporting guidance. They remain unchanged from previous year.

In addition, areas such as stakeholder engagement, corporate governance and business ethics practices remain of high importance to the business, and therefore are also addressed within this report.

Jadestone’s 2023 material topics and their definitions

Energy transition	Jadestone’s topic definition
Climate change and business model resilience	Organisation’s strategy in the context of energy transition and its response to climate change, whilst measuring the degree to which its economic value is at risk as a result of transition risks.
GHG emissions	Air emissions that contribute to climate change, such as carbon dioxide (CO ₂), nitrous oxide (N ₂ O) and methane (CH ₄). Jadestone reports its Scope 1, 2 and 3 emissions.
Responsible operator	
Regulatory management	As oil and gas industry is subject to numerous sustainability-related regulations, proactive engagement with the regulator is critical to the business to ensure legal compliance and proactive management of emerging risks.
Asset integrity and critical incident management	Process safety systems that ensure the prevention and control of incidents, environmental impacts, and damage to local communities, including emergency preparedness and response capabilities.
Environmental management	Management systems in place to ensure environmental impacts are well understood, carefully managed and minimised in line with the local regulations.
Occupational health and safety	Impacts related to workers’ health and safety, including the prevention of physical and mental harm to workers and promotion of workers’ health.
Water and effluents	Produced water impacts including quality of water discharged from operations.
Benefitting stakeholders	
Workforce management and diversity	Workforce management refers to the organisation’s terms of employment and working conditions. Diversity relates to the impacts from discrimination and practices related to diversity, inclusion, and equal opportunity.
Local communities and economic impacts	Local communities refers to individuals living or working in areas that are affected or that could be affected by Jadestone’s operations. Economic impacts relates to how value generated by the business affects local economies, for example, as a result of procurement practices, employment of workers or targeted community development programmes.



2023 ESG performance

Jadestone sets measurable ESG targets alongside traditional key performance indicators as part of its corporate business plan.

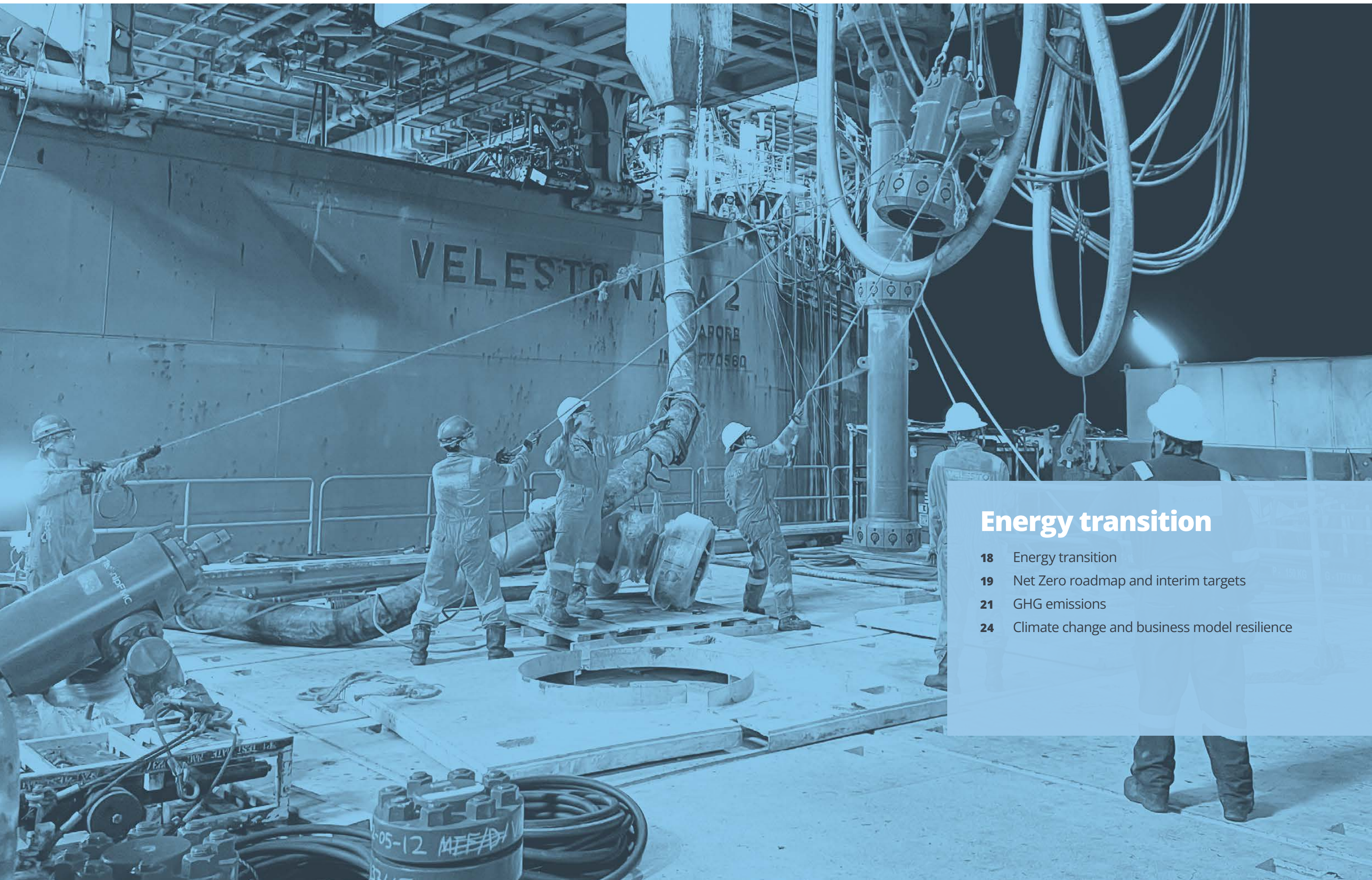
Below is a transparent overview of progress made against targets set in 2023. Unless otherwise stated, performance refers to Jadestone operated assets in Australia and Malaysia, and where relevant, Akatara gas development in Indonesia.

2023 ESG aspirations and targets	Status	Section
Energy transition		
Deliver interim Net Zero targets and roadmap	✓	Interim targets announced in December 2023. Section Net Zero roadmap, pages 19 to 20
Continue to enhance climate disclosures, informed by the TCFD framework	🔄	Improvements introduced with regard to physical risk assessments and Net Zero interim target adoption. Section Climate change and business model resilience, pages 24 to 31
Ensure robust GHG & ESG data systems and processes across assets	🔄	In an effort to strengthen its information systems and reporting processes, Jadestone is engaging a third party during 2024 to develop a fit-for-purpose digital ESG data strategy for its growing business. Page 23
Responsible operator		
Continue to improve environmental performance across key areas of impact	🔄	No material environmental incidents ¹ were recorded during the year. Section Responsible operations, pages 34 to 39
Ensure safe operations, targeting zero life altering events and Tier 1 process safety events	✗	HSE performance was good, with zero life altering events. There was one Tier 1 loss of primary containment event at one of the Group's assets offshore Malaysia. Section Responsible operations, pages 34 to 37
Maintain support from regulators and target zero material enforcement notices	✓	No material enforcements in 2023, with close engagement with the regulators in operating countries. Section Responsible operations, pages 34 to 39
Benefitting stakeholders		
Strive for improved employee engagement and alignment with Group values	✓	Employee engagement score of 61% achieved with participation in the survey at 86% in 2023 (2022: 46%), whilst rolling out a values-driven leadership programme. Section Value for stakeholders, page 42
Deliver community development programmes in operating countries	✓	Community needs-driven activity implemented in each region. Section Value for stakeholders, page 43 to 45

✓ Achieved ✗ Not achieved 🔄 Ongoing

1 Those incidents rated as leading to minor effect, recovery in weeks to months or higher as per the Group's risk matrix.





Energy transition

- 18 Energy transition
- 19 Net Zero roadmap and interim targets
- 21 GHG emissions
- 24 Climate change and business model resilience

Energy transition

With its focus on acquiring and maximising the life of fields already in production, as well as developing discovered gas resources, Jadestone is well positioned to remain relevant in the face of energy transition.

Jadestone recognises that combustion of fossil fuels is the main cause of climate change and, consequently, the world needs to transition away from fossil fuels to a low-carbon economy. This transition needs to be just, orderly and equitable¹, where any phasing down of oil and gas output is met by an adequate scaling up of clean energy sources to ensure that basic energy needs are met in a reliable and affordable manner. These objectives are particularly pressing in Southeast (“SE”) Asia. As this region undergoes rapid urbanisation and economic development, it is expected to depend on fossil fuels at least in the medium term². Natural gas is likely to play a significant role as a transition fuel for some coal-heavy economies, at least in the medium term³.

With its focus on acquiring and maximising the life of fields already in production, as well as developing discovered gas resources and supplying domestic markets, Jadestone is well-positioned to play an important role in energy transition. As oil and gas peers divest their mid-life and maturing upstream assets, Jadestone is well placed to be the steward of those assets through to the end of field life, committed to reducing greenhouse gas (“GHG”) emissions and upholding climate targets. Jadestone’s Akatara gas development, when operational, will contribute up to 1630 GWh/year to the local

power plant, most likely displacing more emissions-intensive coal power. Similarly, its NamDu/UMinh (“NDUM”) gas development project in southern Vietnam is of strategic importance to the country as a sole option to prolong supply to the Ca Mau power station, with an estimated 20% of output supporting local fertiliser production. These domestic gas supply projects will help to pivot the Company towards a significant gas-weighting within the portfolio from 2025 onwards⁴, whilst demonstrating its alignment with the countries’ energy policies and climate aspirations.

Jadestone’s strategy for maximising reserves from existing producing oil and gas fields explicitly precludes frontier exploration and new greenfield development, a position that is in line with the IEA’s Net Zero Emissions by 2050 Scenario. This strategy is fit for the energy transition, as existing fields and discoveries can fulfil global hydrocarbon demand without requiring new resource additions through exploration.

The three pillars of Jadestone’s climate action, illustrated below and informed by the Transition Plan Taskforce’s Disclosure Framework⁵, represent a rounded and strategic approach to energy transition:

Jadestone’s approach to climate action

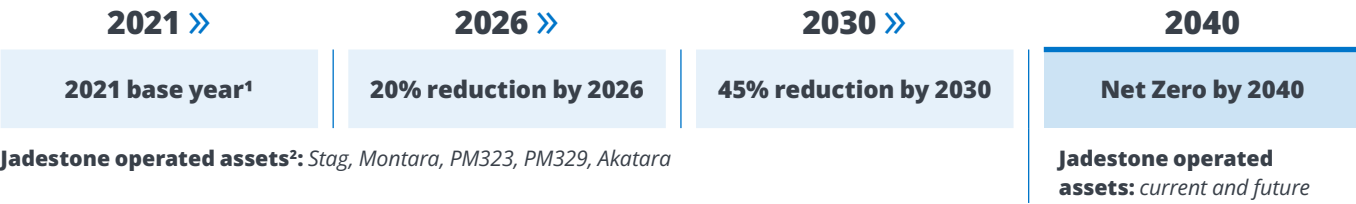
- 1 **Decarbonising operations:**
By progressing its Net Zero by 2040 pledge, including interim GHG reduction targets for its own operations.
- 2 **Responding to climate risk and opportunity:**
Jadestone’s business strategy and Net Zero plan are designed to enhance its resilience to risks arising from the transition to a low-carbon economy whilst capturing opportunities.
- 3 **Pivot to gas:**
Jadestone’s positioning as a responsible oil and gas operator sees a gradual shift towards gas weighting as a bridging fuel for the energy transition particularly in its core markets of SE Asia.

1 As per COP28 agreement reached between delegate countries in Dubai, December 2023.
2 Source: Renewable Energy Outlook for ASEAN by ASEAN Centre for Energy (ACE) and International Renewable Energy Agency (IRENA).
3 Source: Singapore-Asia Taxonomy for Sustainable Finance, 2023 Edition.
4 Gas is projected to have an increasing weighting in Jadestone’s sales mix by 2028, due to the contribution of Akatara from 2024 and the expectation of the NDUM development offshore Vietnam being online by this point.
5 Source: <https://transitiontaskforce.net/disclosure-framework/>.



Net Zero roadmap

Net Zero interim reduction targets¹



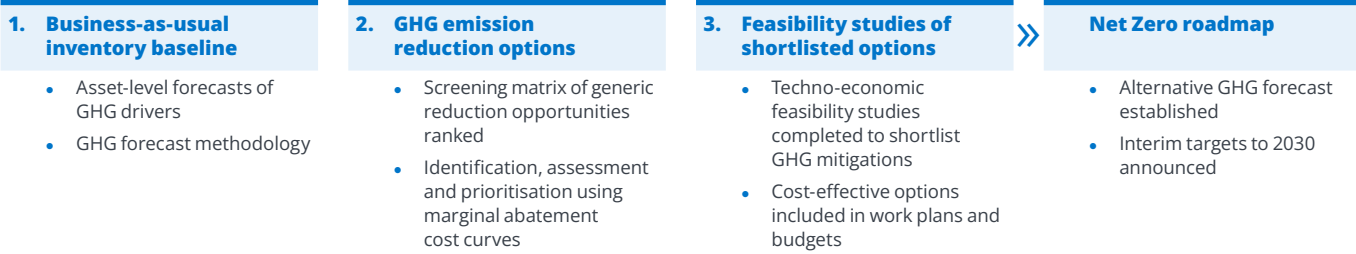
1 Representing total Scope 1 & 2 GHG emissions in tonnes of CO₂-e for operated assets.
2 Future acquisitions – Jadestone will make best endeavours to retain GHG reduction levels when integrating future acquisitions into the interim targets, subject to reviews of GHG abatement opportunities (see page 20). This approach will also apply to the NDUM gas development project.



In June 2022, Jadestone pledged to achieve Net Zero on its Scope 1 and 2 emissions from operated assets by 2040. This pledge covers Scope 1 and 2 emissions from the Group’s existing operated assets as well as emissions from future acquisitions, where Jadestone becomes operator. The Group partnered with a reputable consultancy and put workstreams in motion to deliver interim reduction targets to 2030 as part of its Net Zero pledge by 2040. This involved development of robust GHG forecasts for current asset base and undertaking investigations into potential GHG reduction options, as outlined in the diagram on page 20.

As per previously communicated timeline and following an over 18 month-long effort, Jadestone announced in December 2023 its interim greenhouse gas (“GHG”) emissions reduction targets.

Net Zero roadmap development



Net Zero implementation plan

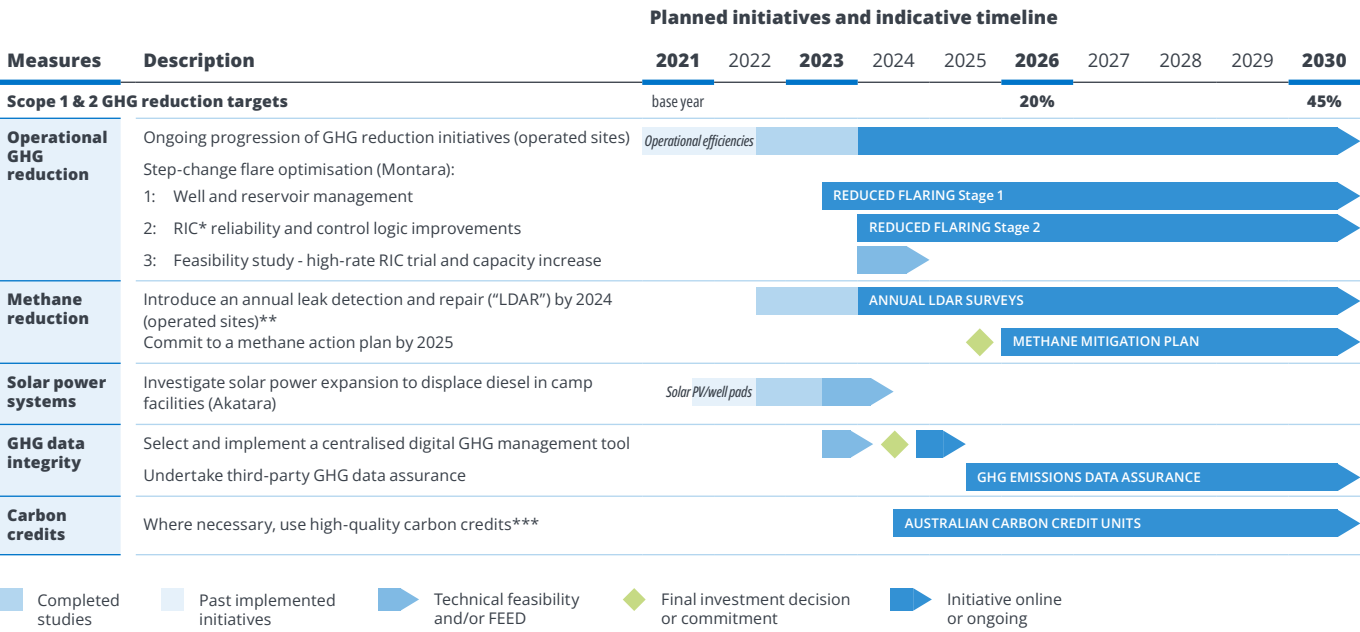
The Company is committing to reduce Scope 1 and 2 GHG emissions from its operated assets by 20% by 2026 and by 45% by 2030 (from 2021 levels). Jadestone elected 2021 as its base year as neither 2022 nor 2023 were representative of the anticipated levels of activity due to a prolonged outage of the Montara asset (approximately 3.5 months in 2023 and 6 months in 2022). Interim targets represent an absolute Scope 1 and 2 metric (as opposed to intensity-based metric).

The interim 2026 and 2030 targets will be achieved through a combination of measures, ranging from operational GHG reductions, including minimising flaring, methane quantification, monitoring and reduction as well as reliance on carbon credits within the regulatory schemes of Jadestone regions. As an operator of mid-life assets, natural field decline with eventual production cessation forms a natural part of its Net Zero strategy, where safe and responsible phasing down of assets including decommissioning is carefully planned.

Jadestone will provide an annual update on the progress made towards its interim targets.

Jadestone's Net Zero interim targets: implementation roadmap to 2030

The below implementation roadmap includes latest business plans and forecasts, which are based on assumptions, contingencies, and commercial judgement. These will be subject to at least an annual review.



* Reinjection compressor.
** Initiate an LDAR programme at Akatara within 12 months of starting operations.
*** e.g. Australian Carbon Credit units (ACCUs) issued by Australia's Clean Energy Regulator, representing one tonne of carbon dioxide equivalent stored or avoided by an eligible project.

Regulatory GHG emissions scheme in Australia¹
In Australia, the Montara asset falls under the scope of the Safeguard Mechanism, which is a framework that covers Australia's largest GHG emitters (over 100,000 t of CO₂-e) to measure, report and manage their emissions below an emissions limit (baseline). The mechanism was reformed and signed into law during 2023, resulting in a lower baseline for Montara from FY2024 (Australian financial year) onwards, in line with Australia's climate commitments. Jadestone can manage its excess emissions above the baseline, by either purchasing and surrendering the Australian carbon credit units ("ACCUs") or by reducing its operational emissions.

These obligations will most likely be achieved via a combination of the step-change flare management and optimisation plan at Montara as well as purchase of carbon credits issued by the Australian regulator. Overall, whilst direct GHG reductions are prioritised, reliance on carbon offsets will most likely be an inevitable component of any upstream oil and gas company's roadmap. Jadestone intends to employ carbon credits issued by the Australian regulator only for those GHGs that are technologically difficult or cost-prohibitive to eliminate.

Net Zero roadmap boundaries

GHG emission scopes
Scope 1 and 2 GHG emissions form the basis of Jadestone's Net Zero commitments and exclude Scope 3 emissions. Jadestone has initiated reporting Scope 3 emissions across its most material categories and will continue providing transparency across its value chain impacts. GHG emissions from its key suppliers represent a realm where Jadestone can exert some level of influence. It is therefore taking steps to engage with the key suppliers in order to establish more accurate data underlying Scope 3 estimations and to progressively identify opportunities for reductions where possible.

1 Jadestone's interest in the CWLH asset in Australia is also subject to the Safeguard Mechanism and Jadestone as a JV partner will be liable for its proportional share. The final outcome of the baseline application to CWLH which includes the allocation of emissions between the oil and gas assets of North-West Shelf is pending with the regulator, with Jadestone proportional share expected to be minimal. Stag, a Jadestone operated asset, is not captured by this mechanism, as its emissions are well below the threshold.
2 Source: <https://business.edf.org/insights/transferred-emissions-risks-in-oil-gas-ma-could-hamper-the-energy-transition/>

GHG emissions

Managing the GHG trajectory of mature assets

Mitigating GHG emissions from upstream operations is a key pillar of Jadestone's strategy and of its approach to managing climate risk exposure of the business. Jadestone's Climate Policy sets out the Group's principles and commitments in respect of climate change. Operating mid-to-late life oil assets represents a particular challenge where emissions during the decline phase of the asset life are typically significantly higher than during normalised midlife operations. With the production outlook on a decline, this results in high emissions intensity. Jadestone is cognisant of the emissions trajectory of its mature assets and the existing constraints for implementing GHG reduction strategies. It strives to improve the GHG outlook for its sites through pragmatic operational efficiency and flaring-reduction measures.

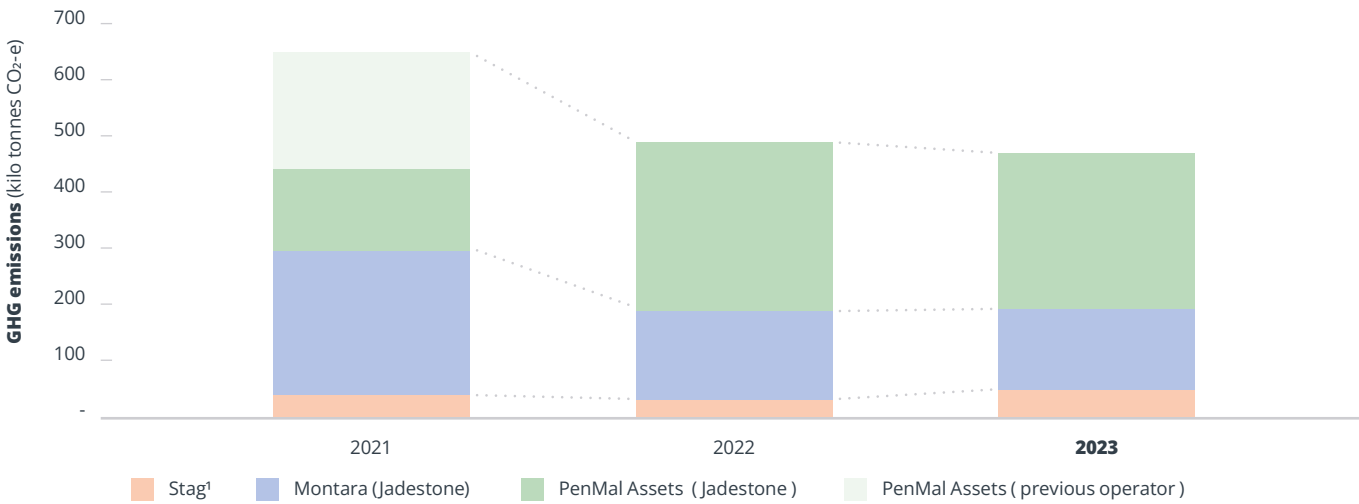
GHG emissions performance

Scope 1 and 2 emissions
Jadestone consolidates its GHG emissions on an operational control basis, reporting 100% of GHG emissions from operated sites, regardless of the working interest. The primary sources of emissions result from flaring of excess associated gas that exceed the available reinjection capacity as well as combustion of fuels to power the sites.

In 2023, the Group's Scope 1 GHG emissions were 469 kilo tonnes CO₂-e¹, largely on par with the previous year (2022: 489 kilo tonnes CO₂-e)¹. Levels of emissions well below forecast reflect the downtime at Montara until late March 2023 and then during August 2023 as the FPSO was gradually restoring activity following tank repair works (see case study page 36).

Jadestone does not consume any purchased electricity at any of its operated sites. Its indirect, Scope 2 GHG emissions from the consumption of purchased electricity across its offices and warehouses account for less than 1% of its total Scope 1 and 2 emissions combined.

Scope 1 GHG emissions, 2021-2023^{1,2} (100% operational control), including emissions under previous operator in 2021, prior to transfer of PenMal Assets operatorship to Jadestone



1 An increased flaring trend was observed at Stag operations for 2023 during the year. A subsequent internal investigation identified in January 2024 that the faulty flare meter configuration led to historical flaring volumes and resulting GHG emissions being understated. Jadestone is reviewing historical data and the potential impacts prior to applying any adjustment.
2 The unmanned platforms at PM323 are not equipped with a flare system and vented streams are unmetered. The routine venting stream is largely intermittent in nature and mostly linked to the operation of a safety critical pump which operates on instrument gas. It is estimated that the routine stream accounts for less than 1% of total GHG emissions from the site. Jadestone is looking at incorporating this stream into its reporting during 2024.

Management framework for flaring-related emissions, in alignment with World Bank’s Zero Flaring Initiative definitions

Category and definition	Jadestone management measures
Routine flaring Flare resulting from normal production operations, that excludes safety flaring	Jadestone deploys the below hierarchy when managing associated gas, subject to the constraints of the existing site infrastructure: Using as fuel source – produced gas is used to fuel gas turbines, which in turn provide power and compression on the facility, thus reducing the need to purchase and supply diesel for the operation of plant and equipment; Re-injecting gas – strong focus on increasing reinjection capacity to avoid GHG emissions, enhance oil recovery and protect reservoir pressure; Commercialisation of produced gas – provided infrastructure is available and option is technically and economically viable, sending gas to sales is the preferred option. Streams in this category are generally inherent in the design of a facility and therefore reductions will generally require facility modifications.
Non routine flaring Flare that eventuates temporarily following failure of e.g. gas handling equipment, controls and instrumentation	Jadestone is focused on ensuring that non routine operational flaring events are kept to minimum by ensuring that: Improving process stability – focus on process optimisation: reducing pressure fluctuations reduces the necessity to flare operational gas for short repetitive periods; Minimising impact of unplanned compression downtime – rotating equipment maintenance and sparing strategy ensures that key component spares are available.

Key initiatives in 2023

Over the course of 2023, several GHG reduction measures have been investigated as part of the Net Zero roadmap workstreams. Specific flaring and methane reduction measures with various levels of maturity are summarised in the table below.

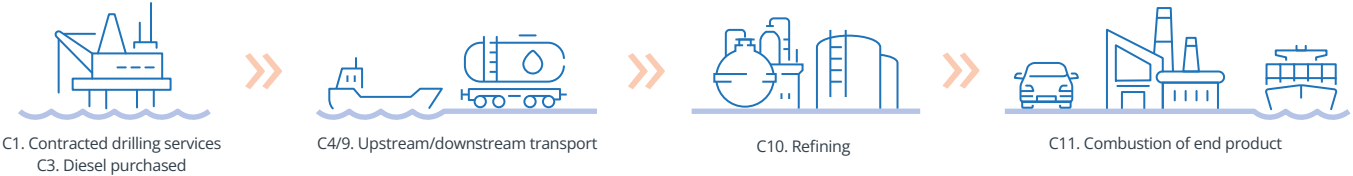
Review of GHG emission reduction opportunities is an ongoing task for the Group, formalised by a creation of a GHG hopper, which includes all asset-level GHG reduction opportunities at varying degrees of maturity. These options are reviewed regularly by regions during Climate Change Working Group meetings and any recommendations made are subject to a decision by the Climate Change Steering Committee. Capex-intensive options require a business case submission as part of the annual workplan and budget cycle. All opportunities are re-visited periodically, should the circumstances such as new technological advancements or cost assumptions change. New options are introduced into the hopper based on new learnings from the industry and across sites.

Select GHG reduction measures investigated in 2023

Asset	Initiative description	Status
Montara	Reinjection compressor (“RIC”) optimisation – multi-layer approach to improving RIC reliability and capacity.	As part of a staged flare optimisation approach, Jadestone implemented an improved logic for well and reservoir management during 2023, already seeing flaring levels below forecast in Q4 2023 (~7 kilo tonnes of CO₂-e less actuals vs. forecast). Next steps are planned for 2024 and 2025, including: - RIC reliability and control logic improvements; - Feasibility study: high-rate RIC trial and capacity increase.
PM323	Reinjection compressor optimisation leading to higher reinjection rates.	Preventive maintenance works were undertaken during mid-year shutdown to allow the compressor to operate nearer to its design capacity. The compressors were proven to handle higher gas produced from the infill wells campaign in the latter half of the year. Efforts are ongoing to reinstate the compressors nearer to its design capacity in 2024 and 2025.
PM329	Installation of LP booster for flare debottlenecking.	Engineering contractor reviewed various options for compressor capacity upgrade in H1, recommending a new LP compressor to afford higher production whilst reducing flaring volumes; Business case was prepared and presented to the management during work plan and budget review. However, initiative was rendered subeconomic due to substantial changes to subsurface profiles and remains on hold.
PM323 and PM329	Methane detection and quantification (level 4).	Site surveys were undertaken at both PenMal sites to identify and quantify fugitive methane emissions at its source level, employing an optical gas imaging camera coupled with a methane-specific flame Ionisation detector /lower explosive limit (“LEL”) meter. The study revealed several gas leaks across all observed areas, with all leaks rectified promptly. Jadestone is investigating the results further to inform next steps.

✔ Achieved 🔄 Ongoing ⏸ On hold

Value chain emissions – Scope 3

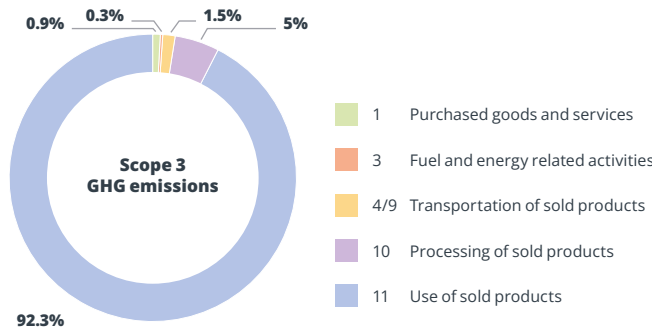


Scope 3 emissions are defined as indirect GHG emissions (not included in Scope 1 or 2) that occur in the value chain of the reporting company, including both upstream and downstream emissions. Jadestone reports its Scope 3 emissions in line with the GHG Protocol and IPIECA sector guidance², estimating emissions across the below categories:

- **Category 1 Purchased Goods and Services:** from contracted drilling services;
- **Category 3 Fuel and energy related activities:** from the extraction, production and transportation of fuels consumed by Jadestone operations;
- **Category 4 and 9 Transportation of sold products:** from the transportation of Jadestone products from the facility to the refinery;
- **Category 10 Processing of sold products:** from the processing of Jadestone products in refineries;
- **Category 11 Use of sold products:** from the use of Jadestone products, including combustion of fuels and application of fertilisers made from natural gas.

Jadestone’s Scope 3 emissions in 2023 for the categories listed amounted to 1,805 kilo tonnes of CO₂-e, representing 79% of total GHG emissions in 2023 (Scope 1, 2 and 3 combined). Scope 3 emissions are largely on par with the 2022 figures (2022: 1,840 kilo tonnes of CO₂-e³). Emissions from the use of sold products (Category 11) represent over 92% of those emissions, similar as in previous year.

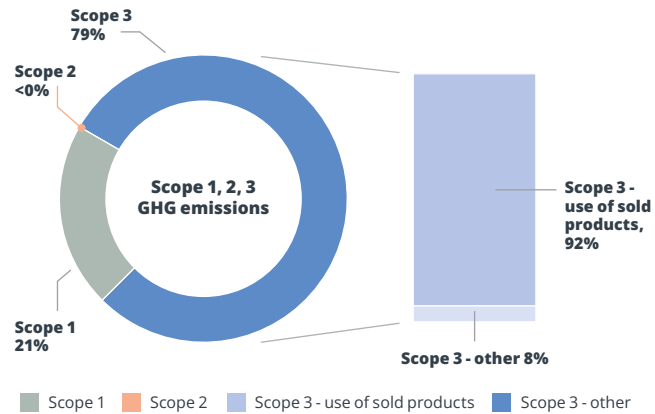
2023 Scope 3 GHG emissions (100% operational control)



2023 Scope 1, 2 and 3 GHG emissions (100% operational control)

GHG metrics [tonnes of CO ₂ -e]	2023
Scope 1 GHGs	469,310
Scope 2 GHGs	253
Scope 3 GHGs	1,804,845
Scope 1 and 2 GHGs	469,563
Scope 1, 2 and 3 GHGs	2,274,408
Upstream GHG Intensity (Scope 1 only) [kgCO ₂ -e/boe]	99

2023 Scope 1, 2 and 3 GHG emissions combined (100% operational control)



Future outlook

As per the implementation plan outlined on page 20, the Group is progressing the following activities in the short and medium term:

- **GHG reduction hopper:** Ongoing progression of operational GHG reduction options via the GHG hopper including step-change flare optimisation at Montara;
- **Methane:** Building a fit-for-purpose Leak Detection and Repair programme across all operated assets;
- **GHG data integrity:** Selection and implementation roadmap for a centralised GHG data management tool;
- **Scope 3:** Taking steps to engage with the key suppliers in order to establish more accurate data underlying Scope 3 estimations and to progressively identify opportunities for reductions where possible.



1 CDP, formerly known as Climate Disclosure Project.
2 GHG Protocol: Corporate Accounting and Reporting Standard; GHG Protocol: Corporate Value Chain Accounting and Reporting Standard; IPIECA: Estimating petroleum industry value chain (Scope 3) greenhouse gas emissions.
3 2022 Scope 3 figure reported in the 2022 Sustainability Report is being restated due to revised assumptions.

Climate change and business model resilience

Climate change and energy transition represent a paramount challenge for the energy sector and society at large. Jadestone is actively assessing the risks and opportunities of the energy transition, strategically building resilience for its business. See the table below for highlights of the ongoing efforts to improve climate-related disclosures. Jadestone consulted the recommendations of the Task Force on Climate-Related Financial Disclosures (“TCFD”) to inform its approach to managing and disclosing climate-related risks and opportunities.



Governance
Disclose the organisation’s governance around climate-related risks and opportunities.

Table with 3 columns: TCFD recommendation, Summary of approach, Reference. Row 1: Describe the Board's oversight of climate-related risks and opportunities. Row 2: Describe management's role in assessing and managing climate-related risks and opportunities.

Strategy
Disclose the actual and potential impacts of climate-related risks and opportunities on the organisation’s businesses, strategy, and financial planning where such information is material.

Table with 3 columns: a, b, c (recommendations), Summary of approach, Reference. Row 1: Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long-term. Row 2: Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning. Row 3: Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

Risk management
Disclose how the organisation identifies, assesses, and manages climate-related risks.

Table with 3 columns: a, b, c (recommendations), Summary of approach, Reference. Row 1: Describe the organisation's processes for identifying and assessing climate-related risks. Row 2: Describe the organisation's processes for managing climate-related risks. Row 3: Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management.

Metrics and targets
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.

Table with 3 columns: a, b, c (recommendations), Summary of approach, Reference. Row 1: Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process. Row 2: Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions and the related risks. Row 3: Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.

Governance
Board oversight of climate-related risks and opportunities

Jadestone’s Board of Directors holds a primary responsibility for fostering the short, medium and long-term success of the Group. The Board and its committees have oversight of climate-related risks and opportunities, as they pertain to the Group's ability to deliver shareholder value. The responsibilities of the Board committees in relation to climate are summarised below with further detail included in the Corporate Governance report.

The Health, Safety, Environment and Climate (“HSEC”) Committee assists the Board in meeting its oversight responsibilities relating to the management of ESG impacts, risks and opportunities across the Group. Its role is to ensure that management has designed and implemented effective health, safety, social, environmental, and climate risk systems and controls. The HSEC committee supports the Board and the Audit Committee in the oversight over the Group's ESG disclosures.

The Governance and Nomination Committee oversees corporate governance practices, reviews membership and nominations to the Board and ensures continued development programmes are in place for all Directors, including in relation to the ESG agenda.

Jadestone's ESG and climate governance structure: Board level



How the Board considered climate-related matters in 2023

Climate-related risks and opportunities are a standing agenda item at every Board meeting, with four regular board meetings held in 2023. The Board delegates its responsibilities over ESG matters to the HSEC Committee. The following decisions and activities were considered during 2023:

Net Zero strategy

- Following the announcement of the Net Zero by 2040 pledge, the progress of the Net Zero roadmap development was reviewed by the each quarter, with a more detailed oversight by the HSEC Committee.
- This led to an approval of the interim GHG reduction targets to 2030 as part of the Net Zero roadmap, including the communications and stakeholder engagement strategy in the December 2023 Board meeting.
- The Board endorsed the Group's first CDP climate submission and reviewed its first Scope 3 GHG data for 2022 in the June 2023 meeting.
- Engagements with the lending banks and investors on ESG requirements were relayed to the Board, informing the Net Zero roadmap endorsed by the Board.

Expenditure and investments

- Analysis of the GHG emissions performance of all prospective M&A opportunities was presented to the Board as part of the acquisition due diligence process.

Climate risk and disclosures

- The sustainability section of the Annual Report, including climate risk assessments and climate scenario analysis, was reviewed by the HSEC Committee and subsequently approved by the Audit Committee.

Performance

- Group GHG performance dashboards were reviewed quarterly in the HSEC Committee and Board meetings.
- Review of ESG performance on a quarterly basis, including climate mitigations and the progress made in the development of the Net Zero roadmap.

Governance

- Approved the establishment of the Climate Change Steering Committee and its terms of reference, for the purpose of assisting the Board and leadership in fulfilling their oversight responsibilities with respect to the implementation of Jadestone's Climate Policy.

The Audit Committee ensures proper and timely disclosure of material financial information and reviews all material matters affecting the risks and financial position of the Group. The latter includes monitoring of the Group's responses to climate risk and ESG disclosures generally. The Audit Committee reviews the Group's climate scenario analysis and the ESG disclosures forming part of the Annual Report.

The Remuneration Committee determines executive remuneration including approval of executive incentive schemes, which incorporate ESG performance objectives. In 2023, ESG performance objectives, which form part of the CEO's performance contract, had a weighting of 25%, and included objectives relating to Net Zero interim targets.

The Disclosure Committee oversees timely and accurate disclosures as required to meet the Group's legal and regulatory obligations, including sustainability and climate-related disclosures.

Management’s role in assessing and managing climate-related risks and opportunities

Day-to-day management of the business is delegated by the Board to the CEO. The CEO is responsible for the identification and assessment of climate risks and opportunities, defining the strategy and approving action plans suitable to control and mitigate identified risks. The CEO is supported by the CFO in establishing climate risks through the lens of financial materiality. The CEO and CFO engage the Board on the strategic aspects of climate change and the energy transition.

Jadestone’s senior management team is led by the CEO in delivering the Group’s strategy and annual work plan and budget. The progression of the climate agenda is facilitated by both Group and regional resources, including ESG, HSE, legal, subsurface, operations, commercial, investor relations and supply chain functions as well as country management. Expert resources are called upon when required to support the wide array of climate change issues. The Group has taken further steps to ensure greater integration of climate-related issues across the business as well as strengthening of governance. The Climate Change Steering Committee (“CCSC”) was established during 2023 to assist the Board and leadership in fulfilling its oversight responsibilities with respect to the implementation of Jadestone’s Climate Policy.

The CCSC acts as a decision-making senior management forum reporting into the Board’s HSEC Committee. The CCSC formally reports to the Board three times a year during the Board’s HSEC Committee meetings or more often as required. This includes making any relevant recommendations on all matters relating to Jadestone’s climate strategy.

Country-level Climate Change Working Groups (“CCWG”) support the CCSC in progressing country-specific elements of its remit. The outputs of the country-level CCWG are reported to the CCSC.

Climate governance tiers

Board level

Health Safety Environment Climate Committee



Management level

Climate Change Steering Committee



Country level

Climate Change Working Groups

How management considered climate-related matters in 2023

The CCSC includes senior leaders from Jadestone’s management team, including the CEO and CFO, representatives of finance, business development, risk & strategy, HSE, investor relations, subsurface, operations and ESG functions. Supporting members are invited as required. Management via formal CCSC meetings and targeted forums, supported the following activities throughout 2023:

Net Zero strategy

- Ongoing review of the Net Zero roadmap progress, ensuring its alignment with Jadestone’s business strategy, regional imperatives, whilst being on par with peer practice.
- Oversight over development of GHG forecasts in line with the work plan and budget.
- Decisions on GHG reduction-related business cases.

Climate risk and disclosures

- The sustainability section of the Annual Report, including climate risk assessments and the climate scenario analysis, was reviewed by the management, before the Audit and HSEC Committee’s approval.
- Results of physical and transition climate risk workshops were communicated to management.

Performance

- Group GHG performance dashboards were reviewed monthly. Improvements to data coverage were introduced during 2023.
- The ESG/GHG digital tool business case was approved by the management.

Strategy

Climate-related risks and opportunities

Transition risks

In monitoring the delivery of its strategy, the Board and the management team consider climate-related risks and opportunities across three time horizons: **Short-term (ST)**: up to 2025, **Medium term (MT)**: 2026 - 2030 and **Long-term (LT)**: beyond 2030. Building on the experience of the past few years, in 2023 Jadestone performed a detailed review of the potential transition risks the Group may be exposed to across the reputation, policy/legal, market and technology areas in the short term, applying the Group risk assessment framework. The analysis was supported by policy and market review of the operating regions. The short-term timeframe was selected as a starting point for narrowing down risks with highest potential for material implications for the business over longer timeframes. Analysis of risk impacts over longer timeframes requires assumptions to be made, for example the pace of climate policy implementation or adoption of low carbon technologies. These projections are best addressed via a climate scenario exercise, referencing acceptable scenarios as a backdrop to evaluating risks to the business. Jadestone has been undertaking an annual climate scenario analysis since 2021, investigating how accelerated climate action via more aggressive government policies, in turn introducing carbon pricing mechanisms and low carbon technology adoption, may impact the resiliency of its business. For the 2023 exercise, please refer to pages 29 to 30.

A shortlist of transition-related risks , with potential impact likely to increase over the medium to long term, are summarised in the table on the right. Whilst these risks have not necessarily materialised in practice, they have the potential to impact Jadestone’s business and are therefore subject to management’s attention, with ongoing mitigations assigned to minimise potential exposure to levels that are acceptable by the Board and the management.

Similarly, Jadestone sees opportunities emerging from the energy transition dynamics in the Asia-Pacific region, such as serving major Asian growth markets from existing mid-life assets.

Summary of climate transition risks and opportunities

Transition risk	Potential impact	Mitigations	Risk metric
Reputation and stakeholder risks			
Access to finance Change in year «»	• Restricted availability of debt financing and/ or equity impacting the ability to execute Jadestone’s growth strategy; potentially leading to higher interest rates and/or higher cost of equity. • Short-term outlook: Whilst the trend of retrenching from the industry continues within lending banks, a diverse landscape is observed, with continued options for lending (Jadestone was able to add an additional bank to its RBL lending syndicate in 2023).	• Transparent, robust climate disclosures that communicate Jadestone’s strategic positioning; • Announcement of Net Zero interim targets and progress updates; • Proactive engagement with financial institutions; • Prudent financial management.	Debt availability Cost of capital
Shareholder action Change in year «»	• Shareholder activism and/or divestment on the grounds of the Group climate strategy not being in step with shareholder expectations may result in downward pressure on the share price. • Short-term outlook: Whilst shareholders continue to integrate ESG factors when making investment decisions, there has been no sign of investor selling solely on climate grounds, hence no increase in this risk during 2023.	• Transparent, robust climate disclosures that communicate Jadestone’s strategic position; • Announcement of Net Zero interim targets and progress updates; and • Proactive engagement with the investment community.	Shareholder monitoring Share price performance
Policy and regulatory risks			
Carbon pricing and more stringent GHG reduction standards enacted by governments* Change in year «»	• Increased operating costs and/or capex for GHG reduction options may impact asset profitability; whilst providing further incentive to reduce emissions; in extreme cases may lead to curtailed field life. • Short-term outlook: Regulatory developments within Australia and their impacts have been included in the workplan and budgets and are managed accordingly. No increase in risk exposure is anticipated in the other operating regions.	• Monitor policy changes in core jurisdictions/regions as well as carbon market developments – Australia (please see page 20, regarding recent regulatory developments in Australia); • Deliver emission reductions projects to reduce exposure as per Net Zero plan; • Annual climate scenario analysis that models carbon pricing impacts over all timeframes.	Carbon cost per barrel Capex to decarbonise assets Scope 1 GHGs (actual vs. forecast), cost of ACCUs
Increasing climate action and reporting obligations – UK NEW	• Increasing expectations of larger UK entities from the UK regulators, e.g. regarding ambitious climate action, leading to higher costs of compliance as well as potential reputational and stakeholder impacts if failure to comply. • Short-term outlook: This risk currently exists solely in the context of Jadestone’s stock market listing as UK law or policy has no direct climate impact on Jadestone at present. More stringent reporting frameworks applying to Jadestone in due course. New guidance and frameworks regarding transition planning are reviewed periodically, providing an indication of the regulatory focus.	• Monitor policy changes within UK; • Progressive enhancement of climate disclosures in anticipation of more stringent regulations applying to Jadestone.	Policy monitoring (e.g. Financial Reporting Council (“FRC”))
Technology and market risks			
Limited cost-effective GHG reduction measures NEW	• Cost-effective technologies to decarbonise operations for late-life assets are limited, due to, amongst others, site design, structural integrity and space; leading to a very limited pool of feasible direct options. • Short-term outlook: Opportunities continue to be evaluated and matured by applying business case rigour, factoring in regulatory developments and changing business circumstances.	• Net Zero plan to focus on operational efficiencies and/or measures that have robust economics; • Continued pivot towards gas, with new, optimised developments.	GHG abatement potential Payback / IRR
Low carbon solutions and new technologies* NEW	• Alternative low carbon solutions that displace conventional fuels become economic and are adopted faster, leading to lower demand for fossil fuels and consequently, depressed oil prices. • Short-term outlook: Whilst there is recognition that, for example, EV sales are increasing, there is little evidence to suggest that such developments will affect near-term oil demand in the Asia-Pacific region.	• Focus on SE Asia market, where energy demand is projected to increase according to most forecasts (with continued heavy reliance on coal and delayed uptake of low carbon fuels or EVs in the region); • Monitor policy and technological developments in core regions.	Policy monitoring
Transition opportunity	Potential impact	Management actions	Opportunity metric
Opportunity to serve major Asian growth markets from existing mid-life assets Change in year «»	• Increasing M&A opportunity set of mid-life assets allows Jadestone to position itself as a preferred buyer, committed to upholding climate targets ; and • Asian markets receive crude oil and natural gas from existing fields, as opposed to large-scale greenfield developments, in line with IEA’s Net Zero by 2050 roadmap. Natural gas is likely to play a significant role as a transition fuel for some coal-heavy economies in Southeast Asia. • Short-term outlook: Larger energy companies continue to high-grade their own portfolios, leading to an active M&A market in which Jadestone continues to participate. There is no sign of this changing in the near-term.	• Clearly defined business strategy that is centred around mid-life assets; • Focus on improving emissions performance of fields compared to previous operators; • Progress towards Net Zero interim targets.	M&A opportunity set

- ⤴ Risk has increased during the year
- «» No change in the risk over the year
- * risks examined over short, medium and long term in a climate scenario exercise



In 2023, the Group has made the following progress with regard to implementing risk mitigations:

✔ Achieved 🔄 Ongoing

Climate risk mitigations		Progress in 2023
Transparent, robust climate disclosures that communicate Jadestone's strategic positioning	✔	Jadestone reviewed its strategic positioning in the energy transition context, as described in on page 18.
Announcement of Net Zero interim targets and delivery of the Net Zero plan	🔄	Net Zero interim targets have been announced in December 2023. For status as of 2023, see pages 19 to 20.
Proactive engagement with financial institutions and shareholders	✔	- Jadestone maintains close relationships with several international lending banks, which resulted in the arrangement and closing of an RBL in May 2023, with another bank joining the RBL syndicate during the year. GHG-related reporting forms part of RBL obligations. - Frequent direct and indirect dialogue is maintained via the Head of Investor Relations or at the CEO and CFO level, where energy transition is a standing topic.
Financial Management	✔	Despite combined capital and operational expenditure of over US\$340 million, Jadestone ended the year in a small net debt position.
Monitor policy changes in core jurisdictions/ regions	✔	Regulatory developments are monitored within the countries and new changes reviewed in the regional CCWG meetings; At Group level, relevant developments are monitored by the ESG function and reported to CCSC.
Annual climate scenario analysis that includes carbon impacts	✔	Climate scenario analysis undertaken since 2021. See pages 29 to 30.
Progressive enhancement of climate disclosures	🔄	Further improvements as far as corporate risk framework alignment, e.g. inclusion of physical impacts of climate change, see page 28.
Focus on SE Asia market and continued pivot towards gas	✔	- Clear focus of the business strategy as evidenced by current portfolio and recent acquisitions. - As evidenced by the progression of the Akatara gas development and signing of Heads of Agreement for gas sales from the NDUM development in Vietnam.

Physical risks

As global average temperatures rise, climate science finds that acute hazards such as heat waves and floods grow in frequency and severity, and chronic hazards, such as drought and rising sea levels, intensify. The physical manifestation of climate change is anticipated to affect geographic regions differently and therefore require a location-specific analysis.

During 2023, physical risk workshops were held with each operating region, facilitated by an external consultant, and including interdisciplinary representation from operations, engineering, HSE and supply chain. Jadestone's corporate risk matrix was applied when assessing risks, with an attempt to quantify impacts where possible. The purpose of the workshops was to:

- determine how the physical hazards in each region were projected to change over time in different temperature outcome scenarios;
- how these hazards may affect operations, supply chains and export routes;
- collect information relating to how each operation and associated value chain is currently exposed to physical risks, what mitigations are currently in place and whether further mitigations might be required to adapt to a changing climate.

Climate projections from World Bank Country profiles for each country of operation was used to inform this process and risks were considered over the lifetime of each facility.

Generally, countries already experience adverse weather events and as such have mitigations and plans in place to manage these hazards. This exercise has increased understanding of the specific impacts that climatic hazards may have on everyday operations, identifying such hazards as e.g., increase in heatwaves, increase in intensity of rainfall, flood events and tropical storms, depending on the location of operations. In order to further improve the integration of physical climate risk into business operations and planning, physical risks rated as moderate and/or higher will be incorporated into the country corporate risk registers, undergoing periodic reviews throughout the year.

Testing climate resiliency of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario

Climate scenario approach

Whilst some impacts of climate change are apparent in the short- term, the most significant effects of climate change are likely to emerge over the medium to long-term and their timing and magnitude are uncertain. Jadestone has been performing climate scenario analysis that explores a range of external policy, economic, market and technological conditions that may lead to different temperature outcomes, depending on the pace of the energy transition. Jadestone has focused its analysis on transition risks including the possible changes to oil prices as a result of the energy transition's impact on oil demand as well as the potential impact of tighter carbon-related regulations through additional carbon costs.

Scenarios developed by the IEA in its 2023 World Energy Outlook formed the basis for the analysis, representing the “gold standard” among financiers, policymakers and industry peers:

- Stated Policies Scenario (STEPS)**, reflects a detailed sector-by-sector review of the policies and measures that are in place or that have been announced, but that there is no further policy development on climate change beyond them, which results in an average temperature rise of 2.4°C above pre-industrial levels by 2100;
- Announced Pledges Scenario (APS)**, which assumes that all aspirational targets announced by governments are met on time and in full, and estimates an average temperature rise of 1.7°C by 2100; and
- Net Zero Emissions Scenario (NZE)**, which maps out a trajectory consistent with limiting the temperature increase to less than 1.5 °C in 2100, alongside universal access to modern energy by 2030.

The STEPS scenario is underpinned by policies and targets already announced by governments, and therefore in Jadestone's view represents the current base case outlook for the impact on energy demand. Consequently, it is utilised as Jadestone's base case for the purposes of modelling the impact of the APS and NZE scenarios on the Group's portfolio, which forecast faster declines (vs. STEPS) in demand for oil as part of the energy transition.

The oil prices modelled for each of the three climate scenarios are based on the IEA 2023 WEO, which forecasts the price of oil (in 2022 real terms) in 2030 and 2050 for each scenario. Between 2024 and 2026, Jadestone models an oil price assumption based on external forecasts, including futures and consensus oil prices, as well as third-party consultants. A linear interpolation is then applied to establish oil price forecasts between 2027-2030 and 2030-2050.

As far as estimating carbon costs in each of the three scenarios, Jadestone has undertaken a review of climate-related policy developments in its operating regions to inform the analysis. Carbon prices for the three climate scenarios in 2030 and 2040 from the IEA WEO 2023 were applied, unless country-specific climate policy developments were mature and well-understood, as was the case with Australia. The analysis now assumes that carbon costs (based on third-party pricing forecasts) apply to its Australian assets that are in scope for the Safeguard Mechanism reforms, which were passed into law in July 2023. It should be noted that a significant number of assumptions around carbon costs, and how these may develop over time within the various jurisdictions, formed part of the analysis. The scenarios are by no means a prediction of the future and the results of the climate scenario analysis should not be interpreted as such.

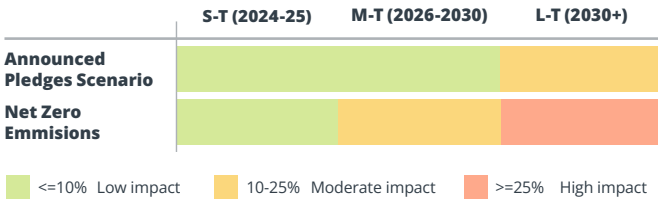
Discussion of results

Jadestone defines financial resilience as the ability to fund planned activity across its existing portfolio in periods of lower oil prices without compromising the Group's financial strength. In practice, this means generating sufficient cash flows from its assets to fund, along with existing cash resources and external sources of finance, planned operating costs, capital investment and abandonment spend while delivering acceptable returns on investment.

Jadestone adopts a flexible financial framework, assessing planned activity over a multi-year period and the associated funding requirement. As a result, and in the context of the climate scenario analysis, Jadestone believes that operating cash flow (“OCF”) is the most appropriate metric on which to judge resilience, as this will directly impact its ability to fund planned activity.

The impact on operating cash flow of the climate scenarios against the base case of the STEPS scenario is displayed in the table below, split out over the short-term, medium-term and long-term time periods (as defined on page 26).

Climate scenario results - operating cash flow impacts versus base case STEPS scenario

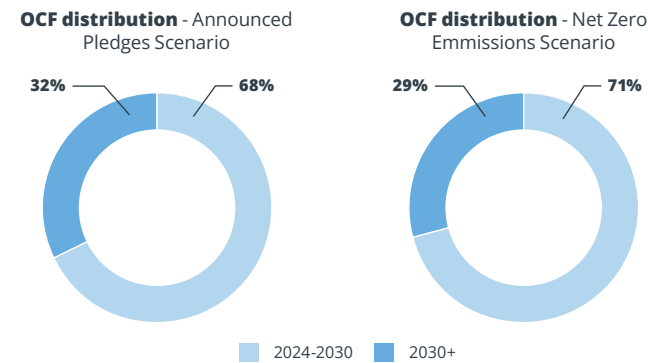


The scenario analysis suggests that Jadestone would see a negative impact on operating cash flow in most scenarios, although the impact is only significant in the NZE climate scenario over the long-term time horizon.

Furthermore, it should also be noted that the majority of the operating cash flows assessed in this analysis were in the short-term and medium-term time horizons, as illustrated in the following chart, mitigating the overall impact of the NZE scenario on Jadestone's business. Jadestone's business model is geared towards having most impact in the short to medium term as an operator of mid-life assets.



Distribution of climate scenario analysis operating cash flows across time horizons



The carbon tax assumptions in the scenario analysis were applied to Jadestone's GHG emissions profile as per its Net Zero roadmap, that takes into account committed mitigating initiatives. We recognise that these profiles will be updated periodically as new GHG mitigations mature and business plans evolve. Furthermore, lower oil price scenarios may result in a deflationary environment for Jadestone's purchased goods and services, which is not reflected in the scenario analysis, and which may also offset the impact of reduced cash flows.

Over the time periods assessed in the scenario analysis, natural gas, both through domestic production and imports, is likely to play an increasingly important role as a transition fuel in several Asia-Pacific energy markets. This trend underpins Jadestone's strategic aim to increase the share of gas in its portfolio by acquiring and/or developing regional gas assets. In early 2023, Jadestone started to deliver on this objective by acquiring an interest in the Sinphuhorm field onshore Thailand in early 2023, where operations have a Scope 1 and 2 GHG intensity estimated at 7.5 kg of CO₂-e per boe, significantly lower than the global upstream average. In addition, the Group is developing the Akatara gas field onshore Indonesia with first production expected in the second quarter of 2024, and an expected upstream intensity of approximately 20 kg of CO₂-e per boe.

Jadestone's growing gas portfolio will also increase portfolio diversification and will reduce the sensitivity of the Group's financial performance to oil prices. Finally, the Group is taking proactive steps to manage its exposure to climate-related risks, as outlined in its Net Zero approach on pages 19 to 20. Jadestone is a nimble business that is able to adapt its strategic approach in response to external changes in the business environment, which is carefully monitored through the Group's risk management process.

The assumptions under the NZE scenario do not reflect market conditions at present and are dependent on various factors in the future covering supply, demand, economic and geopolitical events and legislative outcomes, and therefore are inherently uncertain and subject to significant volatility.



Risk management

Process of identifying, assessing and managing climate related risks

The Group's risk register is established in line with its Risk Management Policy, and includes a systematic process for the identification, assessment and management of significant risks, including definition of accountability. The Risk Management Policy is owned by the CEO, who delegates responsibility to the CFO, country managers, and functional heads including the Group Operations Manager.

The Board regularly reviews the principal risks and defines the key performance indicators based on acceptable risk levels.

Jadestone takes a bottom-up approach to climate risk identification, ensuring that geographical nuances to the energy transition context, including regulatory developments, as well as physical manifestations of climate change, are well understood before informing a view of the Group's exposure. Specifically in relation to physical risk, an expert climate risk consultant was engaged in 2023 to help establish climate projections in a range of scenarios for the operating regions prior to facilitating an interdisciplinary risk workshop. Risks were assessed using Jadestone's risk framework with mitigations identified for medium rated risks. Based on this initial assessment no major climate vulnerabilities were identified, as discussed on page 28. Jadestone is planning to integrate the results of the workshop into its in country risk registers over the course of 2024 and will continue to refine its understanding of potential impacts to its business operations.

With regard to energy transition risks, building on the experience of regional workshops over the past few years, Jadestone has expanded the potential risk areas in line with the TCFD and reviewed their potential impact applying its corporate risk matrix. Assessment was supported by country-specific policy analysis and market insights, with assessment results compared and calibrated by the process owner. Identified mitigation actions are assigned ownership across key functions and progress and effectiveness is tested during the risk register review.

"Climate change – transition risks" is one of the principal risks identified within Jadestone's strategic risk profile, reflective of the challenge faced by the industry, governments and society at large.

Metrics and targets

Quantifiable metrics are elected where feasible to help monitor progress on the climate risk mitigations, as summarised on page 27. Qualitative actions are perceived to be of equal importance, particularly in relation to the Net Zero roadmap delivery.

The Group has committed to reduce Scope 1 and 2 GHG emissions from its operated assets by 20% by 2026 and by 45% by 2030 (from 2021 levels) as detailed on pages 19 to 20.

A detailed GHG performance overview of Scope 1, 2 and 3 GHG emissions is disclosed on pages 21 to 23, with the underlying data included on page 50 of this report.

As far as internal carbon pricing, GHG emissions and carbon liabilities as per regulatory schemes inform Jadestone's cost-benefit analysis of potential acquisitions during M&A due diligence. Further, climate scenario analysis of plausible implied carbon prices affords a range of estimates on forward-looking carbon prices.



Responsible operations

- 34** HSE performance
- 35** HSE systems
- 38** Environmental management

Responsible operations

Ensuring safe and reliable operations whilst safeguarding the environment are at the center of Jadestone’s business strategy.

Jadestone is committed to acting as a responsible operator across all of its regions and activities, an ambition that is at the centre of its ESG framework. Responsible operatorship is about putting safety first to create a safe workplace for all of its employees and contractors, striving to minimise any negative impacts on the environment from all activities, working closely with the regulators and engaging with its key stakeholders. Jadestone is committed to complying with all regulatory requirements underpinning safe operations and is working tirelessly to instil a culture of an exceptional health and safety performance throughout all its operations and activities.

HSE performance

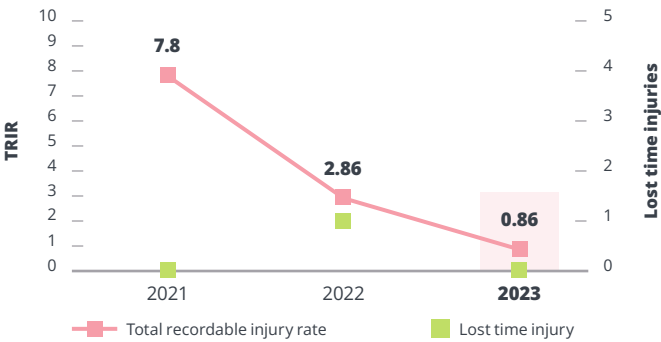
The Group maintained strong safety performance despite elevated levels of activity and numerous and often challenging work fronts over the course of 2023. Jadestone worked over 4.64 million work hours (2022: 1.75), with the year on year increase reflective of the ramped-up construction activity at the Akatara gas development. Consequently, the total recordable injury rate (“TRIR”) of 0.86 is significantly lower than in previous years, and on par with 2022 IOGP average of 0.90. Overall, the Group has had zero lost time injuries (“LTIs”), as well as no material environmental incidents¹.

Strong performance is the result of continuous reinforcement of our safety leadership, culture and practices amongst employees and contractors, whilst there is recognition that there is no room for complacency when it comes to safety of our staff. Six high-potential events were recorded across the Group in the period, with dropped objects identified as a recurring theme (5 out of 6), which will be the focus for 2024. The Group ensures that such events are thoroughly investigated and corrective actions shared to ensure learning and minimise the probability of reoccurrence.

One Tier 1 process safety event had been recorded at the PM323 offshore unmanned platform in Malaysia, where a gas release from dislodged electronic flow meter, estimated at 3,382.5 kg/hr had occurred. An emergency shut down was activated immediately upon discovery of the leak and a root cause investigation was carried out by a third-party, determining contributing factors and nine recommendations, all implemented as per the agreed timeframes. Overall, the Malaysia organisation has achieved cumulative 1.1 million work hours, since taking over operatorship back in August 2021, with zero LTIs. Of note is the safe delivery of a drilling campaign in Q4, which involved at least 12 contractor companies. The campaign continued throughout the monsoon season with additional safety precautions taken and resulted in safe and successful drilling without any injuries.

At the Akatara gas development project site in Indonesia, over 90% completion was achieved at year end, whilst undertaking higher risk activities such major foundation works, pipe rack and storage tanks construction and well workovers with over 3.28 million hours worked without an LTI. Jadestone has continued to engage with the EPC² contractor to ensure that robust HSE management practices are implemented and monitored.

Occupational health and safety performance, 2021 – 2023



1 Those incidents rated as leading to minor effect, recovery in weeks to months or higher as per the Group's risk matrix.
2 Engineering, Procurement, Construction and Installation.

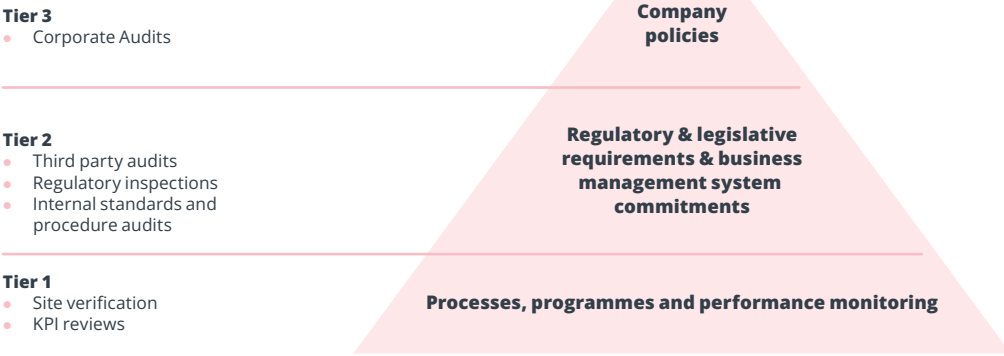
HSE systems

Jadestone’s HSE Policy reflects Board-level commitment to proper control of site risks, protection of staff, environment and communities in which it operates, with HSE KPIs included in the corporate scorecard.

In accordance with regulatory requirements, Jadestone operations are governed by the Business Management Systems (“BMS”), whilst incorporating elements that are in line with industry guidelines and ISO standards. Each facility has regulatory license to operate permissioning documents such as safety cases and environmental plans. The BMS is built around the principle of continuous improvement (Assess, Plan, Do, Review). Compliance is assured through three levels of auditing, Level 1 includes site verification and KPI’s, Level 2 is third party, internal BMS and regulatory inspections, and Level 3 corporate policy audits.



Compliance and assurance tiers



In 2023, the following activities have been progressed to strengthen the robustness of systems and processes:

Australia:

- Contractor management continued to be a focus in 2023 with a dedicated contractor management platform (“ISN”) now fully implemented. When onboarding, contractors answer a HSE prequalification questionnaire, upload HSE policies, programmes and performance metrics, for evaluation by a third-party and acceptance by Jadestone. There are 120 contractors now registered in the system, allowing Jadestone to ensure contractors work to acceptable HSE standards, have received appropriate training and hold the right licenses. Any exemptions from the process require Jadestone’s approval, and are followed by direct engagement with the contractor to understand performance and mitigate any gaps.
- Jadestone worked with the vendor throughout the year to further expand the scope of the prequalification step to include ESG-related questions, regarding environmental and social performance. This will increase the degree and specificity of awareness and self-reporting for existing and potential contractors enabling Jadestone to better identify risks within its supply chains and take mitigating steps. Jadestone hopes to establish and implement similar enhancements across supply chains in other parts of its business.
- The Operations Environment Plans (“EPs”) for both assets have undergone significant revisions in 2023, including updates to GHG emission management, produced water, decommissioning and stakeholder consultation (as discussed in case study on page 36). These revisions were submitted to the industry regulator, NOPSEMA for assessment during 2023.

Malaysia:

- Jadestone Malaysia organisation was subject to a comprehensive HSE management system audit by the industry regulator (Petronas “MPM”) in the second half of the year. Overall, Jadestone’s systems were reviewed for compliance with the regulatory procedures and guidelines for upstream activities in Malaysia. The audit resulted in only minor improvements needed, which are being addressed as per agreed timeframes.
- Jadestone rolled-out a “MyPeT” tracking app for all personnel going offshore, achieving 100% compliance with regulatory requirements. The app allows for real-time check-in of personnel going offshore, including tour of duty, fatigue management and overall health status from embarkation to disembarkation points.

Indonesia:

- A HSE management system continues to be established, both within Jadestone and the EPCI contractor, in readiness for first production the first half of 2024. Operation Excellence and Sustainability Manual sets out minimum requirements for HSE, asset integrity and process safety performance, defining accountabilities and specifying risk management, reporting and assurance practices.
- Due diligence by a third party was conducted in Q4 2023, verifying project alignment with legal requirements, the International Finance Corporation’s (“IFC”) Performance Standards and the Equator Principles, identifying actions for improvement, which are being implemented as per the agreed timelines (see case study on page 39).

Health week in Malaysia

Jadestone Malaysia held a Health Week in November 2023, with the theme of “Stay Healthy, Live Wealthy”. Several lunch and learn sessions were held, that provided information on improved dietary choices, preventing disease, physical activity, and mental well-being. Employees had an opportunity to have health checks and consultations with a dietician. The event was very well received and has inspired similar initiatives in other Jadestone locations.



Stakeholder consultation requirements in Australia

Regulatory context

Consultation requirements were clarified following the Federal Court appeal decision of Santos NA Barossa Pty Ltd v Tipakalippa in December 2022. These requirements represent a considerable shift in consultation expectations within the regulatory context. Operators must identify all relevant persons who may be affected by their activity during normal operations or in an unplanned event. Provision of adequate and relevant information to all relevant persons is an ongoing activity and to date, Jadestone has engaged with a significant number of relevant persons.

Activities during 2023

Jadestone has contracted consultants with experience in stakeholder consultation in the Australian petroleum industry, including the identification of relevant persons, consultation and negotiation with Indigenous peoples in the remote coastal areas of Western and Northern Australia, to prepare a complete list of relevant persons. Jadestone has also considered the cultural and spiritual connections that some indigenous groups have with the area in which it operates to ensure meaningful discussions can take place. This has included mapping known heritage and cultural values and providing them to the traditional owners of those lands in the hope of prompting specific discussions when undertaking meetings with Directors and Elders on their lands.

Over the course of 2023, Jadestone held meetings and community sessions with multiple groups posting hundreds of information packages and newspaper and social media adverts that reached over 70,000 people in communities closest to the Stag facility. This campaign was undertaken to ensure that anyone who had not been previously identified as a relevant person, could come forward; and also afforded anyone the opportunity to speak to Jadestone directly about the activities. This same process is being conducted for the communities close to the Montara facility, reaching into Western Australia and the Northern Territory.

Future outlook

Throughout this extended process, Jadestone built on its existing and new relationships to ensure a transparent, open and effective consultation process. Consultation will continue throughout the life of all its operating assets through to decommissioning and supports Jadestone's obligations under the industry regulator's expectations and legislation.



Regulatory management

As an upstream operator in the APAC region, Jadestone is subject to various HSE-related regulations in an often rapidly changing regulatory environment. Legal compliance is facilitated by the respective counsels within the countries of operations and the HSE functions to ensure compliance with operational requirements.

During the 2023 reporting period, the Group received zero regulatory enforcement notices. Existing regulatory enforcement in Australia issued in 2022 in relation to the Montara incident has been methodically addressed throughout the year, resulting in the General Direction being lifted (see case study below).

Further, as discussed on page 20, the Australian government reformed the Safeguard Mechanism in order to align it with Australia's climate targets. Jadestone's Montara Project falls under the Safeguard Mechanism and will be subject to the new reforms starting from the 2024 financial year in Australia. The Group evaluated the impacts of the scheme on its operations and included the expected financial impacts in its business plans. At the time of writing, a third-party audit of baseline calculations is pending, before submitting a revised baseline for Montara to the regulator.

Remedial work at the Montara site to ensure asset integrity

About the incident

As reported previously, between three to five cubic metres of crude oil was released to sea during a routine oil transfer between tanks at the Montara venture in June 2022. This loss of primary containment ("LOPC") was promptly stopped, the released oil fully dispersing naturally within days and resulting in negligible impact on environment. The industry regulator, NOPSEMA issued a Prohibition Notice in June 2022 and a General Direction in September after communications between 4S and 5C bulk head was observed. The site production was shut-in for the larger part of the second half of 2022 and into Q1 2023, whilst extensive inspection and repairs work scopes were undertaken to ensure the structural integrity of the facility's hull and tanks on the FPSO. All high-risk work activities on the Montara tank integrity repair programme were executed with no recordable injuries.

Jadestone's response in 2023

Following the completion of an independent review of Jadestone's remediation plans and operational readiness for the Montara Venture FPSO, the regulator lifted the General Direction in early February 2023, which enabled production to re-commence gradually in March. Independent consultants conducted a 90 day post start up review and confirmed all actions were implemented effectively.

Future outlook

Prohibition Notice issued in June 2022 remains open until each tank that can contain oil has been inspected and a technical file note demonstrating this is issued to NOPSEMA. Jadestone is currently methodically executing a tank restoration programme, which resulted in 6 centre, 5 centre, 5 port, 5 starboard and both slops tanks being removed from the Prohibition Notice during 2023. Work is ongoing on the remaining tanks and once all are completed, the Prohibition Notice will be lifted. Jadestone continues to engage closely and transparently with the regulator about the progress of the inspection work. It is noted there have been no further loss of containment events to the environment from the Montara venture post the June 2022 event.

Jadestone continues to engage closely and transparently with the regulator about the progress of the inspection work. It is noted there have been no further loss of containment events to the environment from the Montara venture post the June 2022 event.

Asset integrity and process safety

Jadestone is committed to minimising process safety risks to as low as reasonably practicable ("ALARP") levels while operating effective and reliable emergency response and preparedness systems.

In Australia, assets are reviewed quarterly by the relevant technical authorities within Jadestone to provide assurance that asset and well integrity are managed on an ongoing basis. Assets in Australia operate under a regulatory safety case, detailing potential failure modes which could lead to a major accident event as well as the mitigative engineering and human controls to prevent them.

Asset integrity programmes were further enhanced following a Loss of Primary Containment event at Montara, as reported in 2022 (see case study on the left). The corrosion management plan has undergone a full review and our inspection strategy has moved from class-based prescriptive timeframes to risk-based, resulting in more frequent inspections. In 2023 there were no Tier 1 process safety events at any of the Australian sites and the focus remained on safety critical maintenance, asset integrity through inspections and remediation where required. Management of change continues to be a key focus to ensure change does not have any unintended consequences and is managed through to implementation.

Similarly, in Malaysia, safety cases are developed for operating assets in line with Malaysia's industry regulator. These are currently being reviewed, with review to be completed in 2024. Asset integrity and incident management review meetings are conducted monthly and include reviews of the fitness of safety critical elements with the barrier owners. In addition, internal process safety audit is conducted annually.



Emergency preparedness

Jadestone applies effective, scalable and reliable emergency response systems to manage possible, rare emergency situations. Utilising a tiered incident response approach, Jadestone has developed three core teams that have the authority to act quickly and effectively:

- The Group Crisis Team (“GCT”), which is responsible for implementing the Group Crisis Plan including management of the Company’s reputation, operability, licence to operate, liabilities and potential financial loss;
- The Incident Management Team (“IMT”), which is responsible for supporting facility/site-level responses, regulator interfaces, stakeholder management and unified command; and
- The Incident Response Team (“IRT”), which is responsible for responding to all emergencies at, or near, their facilities.

The GCT, IMT and IRT undertake routine training and exercise programmes to ensure they have the skills and knowledge to perform their assigned duties.

Throughout 2023 in Australia, IMT was mobilised four times with one exercise linked to an offshore emergency exercise. The Emergency Response teams obtained 100% compliance with exercises and drills. Similarly, Jadestone Malaysia organised a training for all partaking in the IMT during 2023. Through structured exercises and simulations, the regional teams were exposed to various credible emergencies in the industry, helping ensure they are prepared to respond effectively in the unlikely event of a major accident scenario.

Environmental management

Strong environmental performance is essential to Jadestone’s success and continued growth. Jadestone manages environmental impacts associated with its operations through a robust environmental management system that focuses on minimising pollution and protecting water resources whilst reducing the carbon footprint of its upstream activities. Jadestone aims to minimise negative environmental impacts in the countries it operates in. The Group complies with all environmental laws and regulations within the operational jurisdiction of its operations. Its operations are governed by the respective environmental performance outcomes prescribed by the regulators and include comprehensive reporting on e.g. emissions, produced water, waste.



Water and effluents

Jadestone is committed to minimising impacts of its discharges on the marine environment and manages produced water and process wastewater in line with the regulatory management frameworks and industry best practice. Produced water is created as a by-product during the extraction of oil and gas and is then either reinjected into the reservoir for maintaining reservoir pressure or it is treated to reduce contaminants, including oil in water load (“OIW”), before being discharged to the marine environment.

Produced water quality is assessed and compared against performance standards whilst working to lower the OIW content to well below the thresholds set out by the regulator. The Group strives to achieve no incidents of OIW discharge limit breaches. For Australian assets, any exceedances of discharge commitments within the EPs are classified as recordable incidents and reported to the regulator (NOPSEMA). Similarly in Malaysia, OIW discharge limits are set by the regulator and performance against those thresholds is monitored and reported accordingly.

In 2023, 5,967 thousand m³ of treated produced water was discharged from all offshore operations, compared to 6,008 thousand m³ in 2022. The OIW load for the Group of 48 tonnes (2022: 55 tonnes) is an improvement on previous year, largely due to application of new chemicals in the produced water treatment process at the Montara asset. Jadestone is investigating opportunities for optimising the chemical selection process at Montara, prioritising those chemicals that lead to the greatest improvement in OIW content.

It should be noted that there are different analytical methodologies used at Jadestone sites for measuring oil in water, with varying levels of sensitivity. Jadestone exercises caution when interpreting aggregated data.

Air quality

Air emissions from Jadestone operations from both point and mobile sources include power generation and process heating, engine exhaust, flaring and fugitive emissions. The Group ensures routine maintenance of equipment and availability of equipment spares to prevent events that could deteriorate air quality. Programmes and practices are routinely reviewed to reduce air pollution to ALARP.

A transboundary air quality impact study was undertaken for the Akatara gas development during the year to assess expected air quality impacts from production process, concluding that expected air quality is to be within national regulatory thresholds within a 6 km radius from the gas processing facility.

» Refer to the GHG section on page 21.

Waste

Jadestone seeks to minimise its waste impacts through implementing waste management plans for all of its operations alongside practicing ‘reuse and recycle’ programmes based on the waste hierarchy of controls. Waste management practices undergo regular reviews throughout the operational life of the facilities. Volumes of solid waste generated are recorded and reported in monthly waste reports by licensed service providers.

At all operations, waste disposal is managed by licensed disposal contractors, who are audited by the HSE function periodically to provide assurance that adequate waste management practices are applied from cradle to grave, as evidenced by mandatory manifests. Appropriate waste management provisions have also been ensured at the Akatara gas development site in Indonesia, during extensive construction activities throughout 2023.

Jadestone continues to improve its reporting of waste stream volumes and end-of-life disposal and is working towards consistent data capture across operating jurisdictions.

Biodiversity

Jadestone recognises the global challenge of biodiversity loss and the potential risks that this may have on businesses, communities and ecosystems. The Group is committed to minimising the impact of its operations on the natural environment and diversity of species within ecosystems.

The Australian regulatory regime requires offshore operators to have an understanding of the environment in which they operate, including the potential presence of species of environmental significance, and how planned and unplanned activities might impact these receptors. These risks and impacts need to be identified as part of project approvals and safeguards and additional measures agreed upon with the environmental regulator to minimise these risks and impacts. Similarly, the regulator in Malaysia prescribes minimum environmental specifications in managing environmental aspects with regards to upstream petroleum operations and activities in ensuring that all activities are carried out prudently and effectively in line with best practices currently prevalent in the oil and gas industry.

Jadestone’s Akatara gas development in Sumatra, Indonesia is located on a brownfield site whilst also encompassing a peatland forest area. The project reused existing infrastructure where feasible and applied preventative measures during pipeline and facility construction to minimise the need for vegetation clearing particularly within the protected peatland forest. For project areas overlapping with natural habitat where modifications could not be avoided, remediation measures as part of a Biodiversity Action Plan and obligations under the forestry permit are being implemented, in order to ensure no net loss to biodiversity values (see case study on the right).

Decommissioning

Jadestone takes a cradle-to-grave approach to its operations and believes decommissioning at the end of asset life is an important phase in the overall value chain, for which it takes full accountability. As a responsible operator of mid-life assets, Jadestone is committed to maintaining a robust financial framework in order to safely decommission assets in line with regulatory requirements. With all Jadestone’s assets, production will be generally extended through investment, and so environmental impacts of decommissioning of assets are not yet a material matter for the Group. However, Jadestone does recognise that maintaining property and equipment in good working condition is a cornerstone of sound asset integrity management, enabling its safe removal in the future.

In 2023, Jadestone Australia developed a high-level timeline of decommissioning activities for both Stag and Montara assets to supplement its decommissioning and restoration and liability review, as part of the updated Operations Environmental Plans. In developing the decommissioning framework, Jadestone intends to undertake further technical and environmental studies to further inform decisions and comparative assessment of options for removal. This may include comparison between full removal, partial removal and full in situ abandonment. Technical studies are required to undertake the assessments and will be completed leading up to end of field life to inform decision making and planning.

» See page 51 for detailed HSE data.

Minimising biodiversity impacts of the Akatara gas development

Jadestone’s gas development project is located on an existing brownfield site onshore Sumatra, Indonesia, predominantly within areas of low and medium conservation values such as agricultural land and peat protected areas. Construction activities were in full swing during 2023, with project being on track for first gas in H1 2024. The project is working to achieve full compliance with the Equator Principles and the IFC Performance Standards (“IFC PS”), a major deliverable related to Jadestone’s financing.

Jadestone engaged local specialists to undertake a critical habitat assessment, rapid biodiversity risks assessment screening and additional biodiversity surveys as required by IFC PS6. Following the above studies, Jadestone committed to developing a Biodiversity Action Plan (“BAP”), which was finalised in 2023.

The BAP looks for ways to further reduce Jadestone’s biodiversity impact, identifying mitigations measures where required to ensure no net loss to biodiversity values. Some of the measures outlined within the plan include e.g.:

- **Restoration and rehabilitation:** watershed rehabilitation close to the site, allocating 110% of the project area for planting of woody plants and multi-purpose tree species to mitigate watershed degradation, prevent flooding, landslide, and drought whilst contributing to improved biodiversity outcomes for local communities;
- **Social and institutional:** Education on biodiversity protection for employees and surrounding communities.; and
- **Protection and mitigation:** Baseline inventory and long-term monitoring for the species or habitats of high conservation value within the working area.

The BAP also incorporates initiatives aimed at enhancing community livelihoods by accessing provisioning services of the ecosystem (i.e., fisheries, livestock, agriculture). Jadestone has already initiated some of the actions with the overarching objective to both manage and increase the number of conservation areas around the site, as well as contribute to protection of biodiversity in the surrounding areas.





Value for stakeholders

- 42 Workforce management and diversity
- 43 Enhancing local community impacts

Value for stakeholders

Jadestone is committed to building a safe and rewarding working environment for its employees whilst pursuing positive outcomes for the local communities.

Workforce management and diversity

Jadestone recognises that its success depends on dedication and efforts of its employees. Jadestone strives to offer equal opportunities, competitive terms of employment and learning and development opportunities in its focus on attracting and retaining talent and creating a strong, diverse organisation. The Group’s HR, compensation and performance management practices are overseen by the Board’s Remuneration Committee.

With a growing operating footprint in the Asia-Pacific region, Jadestone’s approach to managing people is reflective of a workforce that is office and site-based, spanning across a number of geographies and cultures.

Jadestone’s Diversity Policy sets out the diversity principles that are encouraged within the workplace, with diversity embedded in the values of People and Partnership. Jadestone understands that diversity has many facets and fosters behaviours of inclusion as far as national origin, race and ethnicity, religion, gender, sexual orientation and marital status. Jadestone has a Grievance process in place that ensures that any incidents of discrimination, victimisation, harassment, or bullying are dealt with appropriately. Jadestone recorded no incidents of discrimination in 2023.

Total employees¹	2023	2022	2021	2020
	396	365	331	211

Women in Jadestone 2023²	Board	Senior Management	Onshore	Overall
	22%	7%	20%	21%

Local nationals across regions in 2023³			
Australia	97%	UK	100%
Indonesia	100%	Vietnam	80%
Malaysia	95%	Group	94%
Singapore	33%		

Workforce

Jadestone’s growth continued in 2023, increasing the total employee number by over 8%.

Jadestone is committed to developing a workforce that reflects the diversity of the communities it serves. In 2023, the Company maintained 94% representation of local nationals across the Group. This outcome is reflective of a deliberate employment strategy that first caters to finding needed skills sets from the local talent pool. Only in exceptional situations, where all options to find suitable local talents had been exhausted, is the search extended to overseas candidates.

Over the past four reporting periods (2019-2023), there has been a steady increase in the number of female employees working in Jadestone². Female representation amongst permanent employees has increased in 2023 and is now at 21% in comparison to 19% in 2022.

1 Refers to all headcount, including permanent employees, contractors and consultants.
2 Includes permanent employees only

Rewards and benefits

Jadestone fosters a performance driven culture with all individuals working together to meet the performance targets and achieve superior results. The Group reviews its total rewards packages on a regular basis to ensure it remains competitive within the markets in which it operates.

Jadestone runs an annual performance review process for all its permanent employees. The review is focused on both individual and corporate annual performance outcomes against the agreed performance targets. In addition, a long-term Incentive plan is offered at the most senior job bands and for individuals who have a direct influence on annual performance outcomes. 2023 saw 100% participation in the performance review process.

Employee engagement

Jadestone has made significant progress in evaluating employee engagement and identifying areas for improvement. After conducting an in-house survey in 2022, decision was made to utilise a third-party platform to increase objectivity and impartiality. In 2023, with the third-party platform in place and a cultural shift encouraging open opinions, there was a notable increase in participation levels, with a year-on-year increase from 46% to 86%.

Engagement survey participation

86%

vs 46% participation in 2022

Learning and development

In 2023 Jadestone took practical steps to increase the integration of its core values and desired behaviours throughout the organisation. We conducted values workshops, engaging employees at all levels in open discussions to foster a shared understanding of our core principles. To deepen this integration, managers and supervisors underwent training sessions centred on Covey’s “7 Habits of Highly Effective People”. This initiative aimed to provide practical skills for personal and professional effectiveness while aligning individual habits with our organisational values. Looking ahead, we are committed to continuing and expanding this initiative to all levels of permanent employees.

Building on the efforts to integrate core values and behaviours, the upcoming year will focus on performance management. This involves introducing regular performance feedback sessions and implementing 360-degree feedback for all supervisory positions. These steps demonstrate our commitment to continuous improvement and a values-based culture, providing employees with ongoing, constructive insights. The goal is to embed our core values in daily activities, interactions, and decision-making processes, setting our organisational identity.

Further, most recent employee engagement survey underscored the pivotal role of feedback and recognition in driving employee engagement. In tandem, we are strengthening our recognition programmes to ensure that achievements at all levels receive meaningful acknowledgment.



Providing training opportunities in the field

In line with the aspiration to foster individual and community prosperity around its activities, Jadestone is committed to new talent development.

In Indonesia, Jadestone offered a comprehensive two-week pre-employment training to two individuals residing in nearby villages during the year. The training was organised by SKK Migas at the Pertamina Corporate University, Jakarta, equipping the individuals with fundamental knowledge of the oil and gas industry, leading to full time employment at the Akatara site, once the plant commences operations.



In Australia, the organisation has been facilitating graduate and apprentice intake programmes for a few years now.

As part of Jadestone’s commitment to promoting and developing new talent from the communities of Western Australia, Jadestone has continued to participate in the National Energy Technician Training Scheme (“NETTS”) in 2023.

During the year, four apprentices were hosted at the offshore facilities in Australia. Jessica Garnett and William Kent have completed the third year of their mechanical trade apprenticeship, and Daniel Davies and Elysia Burger have completed the second year of their electrical and instrumentation trade apprenticeship.

Daniel Davies, pictured below at Stag with his supervisor E&I technician John Guy, has shared his experience below:

“I am extremely fortunate to have Jadestone Energy as my host company. The people and culture within make it an enjoyable, fun, and safe workplace to be a part of. Being with Jadestone allows me to learn from experienced trades people to improve in my own field but also work closely with other disciplines, increasing exposure and learning opportunity.”



Enhancing local community impacts

Jadestone recognises that its operations, business activities and supply chains affect local communities. Through well-designed stakeholder mapping and engagement programmes, it strives to understand any vulnerabilities that may exist within local communities as well as identify community needs. This allows the Group to mitigate any negative impacts whilst identifying ways to amplify positive outcomes that foster community prosperity around operational activities. In alignment with the impact pathway identified in the IPIECA’s Roadmap¹, Jadestone is focused on creating positive impacts across four domains listed below:

Impact opportunity

Communities | Foster individual and community prosperity around own activities, including advancing sustainable development, livelihoods, good health, and well-being

Creating local employment

3 GOOD HEALTH AND WELL-BEING

Community engagement programmes

Paying local taxes

8 DECENT WORK AND ECONOMIC GROWTH

Supporting local supply chains

Informed by comprehensive stakeholder engagement activities that identify community needs

Economic impacts

Jadestone’s projects continue to be an important source of investment and income for local communities and the region. Local payment of taxes and royalties is one of the many ways for supporting local economies. Jadestone has been transparent about its payment of taxes, fees and royalties since its inception, as summarised in the table below.

Business ethics metrics	Unit	2023	2022	2021
Payments to governments (including fees, taxes and royalties)	million US\$	43.5	59	25

During the year, as construction of the Akatara gas development in Indonesia progressed, Jadestone continued to stimulate business activity in this fairly remote region of Sumatra via direct engagement of local manpower and its procurement decisions. Through its small business development initiative, “village owned enterprise”, Jadestone continued to create opportunities for local suppliers. Food catering, camp management, laundry, light vehicle services and accommodation are some of the services sourced from the local businesses to support camp operations, with 23 contracts awarded to local suppliers. Over 500 contractors from nearby villages were engaged during the year on the site, representing 38% of all workers on site.

1 IPIECA’s SDG Roadmap for the oil and gas sector.

Community engagement across the regions

Jadestone's community engagement initiatives are carefully selected and reviewed for alignment with its social investment guidelines and local stakeholder needs. Community initiatives are designed to support the following objectives:

- **Health and wellbeing:** contributing to improved health and wellbeing outcomes for the communities and employees;
- **Education:** supporting education and training in local communities, through corporate sponsorship, training, and volunteer time;
- **Environment:** minimising environmental impacts and restoring natural ecosystems whilst raising awareness amongst employees, partners and community stakeholders.

Australia - Creating positive social impact through targeted sponsorship and volunteering

Building upon the foundation laid in previous years, Jadestone Australia continued to foster meaningful partnerships and initiatives that contribute to the wellbeing of communities by part-taking in the following initiatives:

Youth empowerment with the Clontarf Foundation

Clontarf Foundation is committed to improving the education, discipline, self-esteem, life skills and employment prospects of young Aboriginal and Torres Strait Islander men. Working with Clontarf allows Jadestone to have confidence that the sponsorship is channeled towards supporting young men directly. Jadestone's support in 2023 helped create eight student placements in the Broome Academy up north in Western Australia.

Similar to last year, Jadestone Australia colleagues had a privilege to participate in the 17th annual Wadjemup Cup at Rottnest Island, a football tournament, that is organised to connect with corporate partners and recognise the consistent efforts and achievements of the young men throughout the year.



HBF Run for a Reason - Fostering team spirit

Jadestone's inaugural community-inspired charity event, the HBF Run for a Reason, has evolved into an annual tradition for onshore and offshore personnel. This event was initiated to promote team spirit and celebrate camaraderie.



Cancer Council Biggest Morning Tea - Giving back to the community

Jadestone participates in this annual charity fundraiser to raise vital funds for those impacted by cancer. The event serves not only as a fundraising platform but also to raise awareness through the sharing of personal stories. The collective funds raised, both from onshore and offshore efforts, contribute to supporting medical services assistance, research investment, and prevention campaigns such as screening programmes and education in schools and communities.



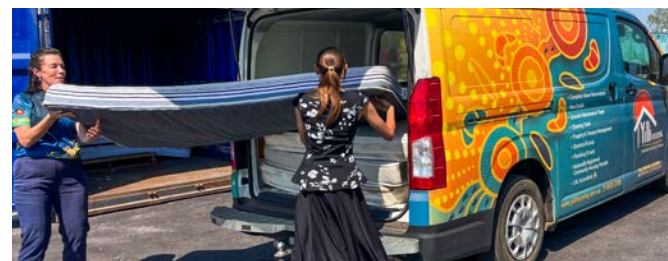
Ronald McDonald House volunteering - Providing comfort and support

Jadestone's leadership team has spent a weekday morning volunteering in the Ronald McDonald House's industrial kitchen. The team participates in cooking and baking, providing snacks and meals for children undergoing medical treatment and their families. The Ronald McDonald House serves as a "home away from home" for remote families, and hot meals provide comfort after an exhausting and challenging day at the hospital.



Mattress Recycling - Repurpose rather than landfill

As part of the Montara Venture mattress replacement schedule, Jadestone contributed to sustainable practices by repurposing mattresses. In collaboration with the Yilli Rreung Housing Aboriginal Corporation and the Darwin Aboriginal Town Camps, over 60 mattresses were donated.



Indonesia - Fostering positive social impacts for local communities

Jadestone implemented a series of impactful initiatives aimed at promoting local development and sustainability, including:

Restoring a canal at a local village

Restoration of a local canal was undertaken by the Jadestone Indonesia team in partnership with the local authorities to help sustain agriculture activities in the nearby village. A stretch of 5.4 km canal was revitalised through dredging and cleaning, not only enhancing farming productivity but also improving the environmental for the local community.



Collaborating with the industry on a greening project

In 2023 Jadestone Indonesia continued to collaborate with Indonesia's largest upstream oil and gas company, SKK Migas and other operators in the district. Following on from an initiative started in 2022, Jadestone collaborated with the local government and supported rehabilitation of over one hectare of Pangkal Babu mangrove, located 34 km from the site. It contributed almost 6,000 seeds to this nature-based solution.



Further, Jadestone contributed to the rehabilitation of buffer forests of national parks within the Jambi province, some 160 km from the Akatara site, that had been damaged in prior forest fires. It planted an area of five hectare with local swamp plants and multi-purpose tree species.

Singapore - Volunteering day with Salvation Army

In 2023, Jadestone's Singapore team continued their commitment to community service by teaming up with the local social enterprise, the Salvation Army. During the volunteering event, the small Singaporean team engaged in the hands-on task of sorting through donated goods from the public.

Malaysia - Collaborating with local communities and partners during a mangrove replanting day

In its ongoing commitment to support the Kemaman region, nearby its PenMal operations, Jadestone Energy Malaysia, in collaboration with "EcoCare" Environmental Education Centre (EEC) Kemaman, organised a community-wide mangrove replanting day. Besides Jadestone employees and partners, 30 children from a nearby orphanage and 40 students from a local vocational school joined in during this event. The activities included planting mangrove plants and an estimated 500 new mangrove seeds, with the objective to contribute to the preservation and enhancement of the mangrove ecosystem in Sungai Kemasik area whilst educating the stakeholders about importance of mangroves to local communities, ecology and climate resilience.

Vietnam - Continued partnership with Saigon Children's Charity supporting disadvantaged children

Jadestone has continued its partnership with Saigon Children's Charity Group, an NGO dedicated to enabling disadvantaged children and young adults in Vietnam to reach their full potential through receiving education. In 2023, our collaboration included the following initiatives:

- Scholarships for 16 secondary students and one college student from underprivileged backgrounds in Can Gio District. These scholarships cover school fees, books, and other essential costs for one school year.
- Sponsored the learning of basic IT skills for around 40 children (aged 6 - 21 years old) with vision impairment, multiple disabilities, and autism in the Bung Sang shelter.





ESG data and disclosures

- 48** Basis of reporting
- 50** ESG data
- 53** GRI index
- 56** Glossary

Basis of reporting

The two operated assets in Australia, and two in Malaysia are the primary focus of the 2023 disclosures, with inclusion of the Akatara gas development in Indonesia, where applicable. The table below illustrates in detail the boundaries applied in relation to ESG disclosures on material topics applicable to Jadestone’s portfolio of assets.

As a principle, Jadestone reports its environmental and OH&S data for the Group using operational control consolidation method, where data is reported in its entirety for assets where Jadestone is the operator, regardless of equity stake. Jadestone pledges to work with its partners to provide visibility of the GHG emissions associated with non-operated assets in order to include reporting on equity basis.

Jadestone is committed to being transparent about the operational impacts of the newly acquired assets. In most cases there is a lag between acquisition and the inclusion of data in sustainability reporting, as underlying data management principles are extended to new assets. The Group is making best endeavours to disclose operational data for newly integrated assets, after it has operated an asset for a minimum of 12 months.

2023 material topics	Operated assets	Akatara gas development (Lemang PSC)	Offices and warehouses
Climate change and business model resilience ¹			
Regulatory management			
Asset integrity and critical incident management			
Environmental management			
GHG emissions			
Water and effluents			
Occupational health and safety			
Workforce management & diversity			
Local communities & economic impacts			

Legend:  complete set of disclosures (narrative and data)
 disclosures initiated, with focus on management practices

Data clarifications and restatements

Key restatements to the ESG data and changes from prior years included:

- Indirect energy (electricity consumption):**
 - Electricity consumption at storage and supply warehouses was included in the totals reported in 2023, which had not been included in prior years. This explains the year-on-year increase.
- GHG emissions:**
 - Scope 2 emissions for Malaysia and Singapore were calculated for 2023 using new emission factors from government sources. For remaining locations, grid emissions factors used in previous years were retained.
 - 2022 Scope 3 figure was restated due to revised assumptions, resulting in a lower figure than reported in 2022 Sustainability Report.
 - An increased flaring trend was observed at Stag operations for 2023 during the year. A subsequent internal investigation identified in January 2024 that the faulty flare meter configuration led to historical flaring volumes and resulting GHG emissions being understated. Jadestone is reviewing historical data and the potential impacts prior to applying any adjustment.
 - As the unmanned satellite platforms at PM323 are not equipped with a flare system, safety-driven purging and, to a significantly lesser degree, routine venting take place. Jadestone is ascertaining the magnitude of the routine stream, which is unmetered and largely intermittent in nature. It is currently estimated to account for less than 1% of total GHG emissions from the site. Jadestone is looking at incorporating this stream into its reporting during 2024.
- OH&S data:**
 - 2023 and 2022 metrics represent four operated assets and where relevant, Akatara gas development, whilst previous years were reported in relation to the two operated assets in Australia.
 - Hours worked represent Jadestone’s permanent and fixed term employees as well as contractors, including office-based employees from 2022 onwards.
- Produced water:** During the 2022 reporting period, the inline OIW meter analyser at the Stag facility was malfunctioned, resulting in inaccuracies in the OIW figures reported in the 2022 Sustainability Report. Consequently, data was revised for 2022.

¹ Climate scenario analysis covered all of Jadestone’s currently and future operating assets at 2023 year end, including NDUM as well as all Jadestone non-operated interests.

Group entities

This section provides an overview of Jadestone entities.

Operated producing assets

Country	Asset	Status and operational control
Australia	Stag	100% working interest and operational control Jadestone became operator in November 2016
Australia	Montara	100% working interest and operational control Jadestone became operator in August 2019
Malaysia	PenMal sites: East Belumut - PM323 East Piatu - PM329	60% and 70% respective working interest Jadestone became operator in August 2021

Non-operated producing assets

Country	Asset	Status and operational control
Australia	Cossack, Wanaea, Lambert, and Hermes (“CWLH”)	33.33% non-operated interest Jadestone acquired the first tranche of interest in November 2022, with effective date of November 2022, followed by an acquisition of 16.67% in February 2024 (effective date of July 2022).
Thailand	Sinphuhorm	9.52% non-operated interest in the producing Sinphuhorm gas field and a 27.2% non-operated interest in the Dong Mun gas discovery Jadestone acquired interest in February 2023, with effective date of January 2022

Current and future developments (not producing)

Country	Asset	Status and operational control
Indonesia	Lemang PSC	Akatara gas development, operated 100% interest Jadestone completed acquisition in December 2020, financial investment decision (“FID”) taken in June 2022, with first gas expected in 2024
Vietnam	Nam Du U Minh PSC	Gas development blocks, 100% operated working interest, awaiting FID, pre-development

Offices & Warehouses

Country	City	Description
Singapore	Singapore	Headquarters
Australia	Perth	Office
Malaysia	Kuala Lumpur	Office
Indonesia	Jakarta	Office
Vietnam	Hanoi	Office
Malaysia	Kemaman	Supply base
Australia	Darwin	Warehouse

ESG Data

Business ethics and compliance

Business ethics metrics	Unit	2023	2022	2021	2020	2019
Number of legal actions for anticompetitive behaviour, anti-trust, and monopoly practices and their outcomes	# per year	0	0	0	0	0
Confirmed incidents of corruption	# per year	0	0	0	0	0
Material fines and non-monetary sanctions for non-compliance with laws and regulations	million US\$/# per year	0	0 / 1	0	0	0
Recorded breeches of Code of Conduct	# per year	0	0	0	0	0
Substantiated cases of whistleblowing	# per year	0	0	0	0	0
Payments to governments (including fees, taxes and royalties)	million US\$	43.5	59	25	28.7	7.9

GHG emissions

Representing 100% operational control

GHG metrics	Unit	2023	2022 ⁴	2021 ¹	2020	2019 ²
Scope 1 GHGs	tCO ₂ -e	469,310	488,951	440,987 (649,770)	280,328	149,702 (342,699)
Scope 2 GHGs ³	tCO ₂ -e	253	175	185	190	174
Scope 3 GHGs	tCO ₂ -e	1,804,845	1,839,695	N/A	N/A	N/A
Scope 1 and 2 GHGs	tCO ₂ -e	469,563	489,126	441,172 (649,955)	280,509	149,580 (342,872)
Scope 1, 2, 3 GHGs	tCO ₂ -e	2,274,408	2,328,821	N/A	N/A	N/A
Upstream GHG Intensity (Scope 1)	kgCO ₂ -e/boe	99	99	92 (100)	67	56

Scope 1 GHGs by gas type

Scope 1 – CO ₂	tCO ₂ -e	409,410	427,038	371,650 (559,848)	231,962	122,047 (271,081)
	%	87	87	84	83	79
Scope 1 – CH ₄	tCO ₂ -e	57,339	59,273	67,015 (86,450)	46,934	26,826 (69,522)
	%	12	12	15	17	20
Scope 1 – N ₂ O	tCO ₂ -e	1,598	2,638	2,320 (3,470)	1,433	826 (2,094)
	%	1	1	1	0	1

Scope 1 GHGs by activity

Combustion	tCO ₂ -e	226,416	229,068	152,304 (247,354)	90,286	41,169 (58,671)
Diesel use	kL	7,818	4,800	1,547 (1,581)	1,325	942 (1,879)
Crude oil use	m ³	4,509	4,559	3,180 (3,180)	3,882	3,947 (3,947)
Fuel gas use	m ³	87,864,801	92,926,502	65,772,722 (108,628,287)	36,348,062	12,458,092 (19,845,692)
Flaring ⁵	tCO ₂ -e	228,575	245,248	282,276 (389,229)	188,718	107,826 (282,768)
	m ³	85,166,616	91,275,061	98,306,365 (141,922,804)	62,123,031	35,551,790 (91,764,290)
Routine venting ⁶	tCO ₂ -e	0	0	0	0	0
Other fugitive	tCO ₂ -e	14,224	14,620	6,406 (13,187)	1,325	706 (1,259)

1 2021 performance includes data from Malaysian assets where operational control commenced in August 2021. Data in brackets represents full calendar year including performance under previous operator.

2 2019 performance includes data from Montara where operational control commenced in August 2019. Data in brackets represents full calendar year including performance under previous operator.

3 Scope 2 emissions for Malaysia and Singapore were calculated for 2023 using new emission factors from government sources. For remaining locations, grid emissions factors used in previous years were retained.2019 fugitive emissions and subsequently total Scope 1 restated due to small error.

4 2022 Scope 3 figure is being restated due to revised assumptions.

5 An increased flaring trend was observed at Stag operations for 2023 during the year. A subsequent internal investigation identified in January 2024 that the faulty flare meter configuration led to historical flaring volumes and resulting GHG emissions being understated. Jadestone is reviewing historical data and the potential impacts prior to applying any adjustment.

6 Represents all sites with an exception of unmanned platforms at PM323. The unmanned platforms at PM323 are not equipped with a flare system, with continuous purging for safety reasons as well as largely intermittent routine venting occurring. Jadestone is ascertaining the magnitude of the latter stream based on design parameters, as no metering is available. It is targeting to update its GHG reporting during 2024.

Energy consumption

Representing 100% operational control

Energy metrics	Unit	2023	2022	2021 ¹	2020	2019 ²
Direct Energy: total fuel consumption ³	GJ	3,947,270	4,031,901	2,780,092 (4,465,637)	1,666,563	715,982 (1,042,484)
Diesel	GJ	301,767	185,265	59,701 (61,023)	51,165	36,342 (72,510)
Crude oil	GJ	192,417	194,625	135,523 (135,523)	186,918	190,038 (190,038)
Fuel gas	GJ	3,453,087	3,652,011	2,584,868 (4,269,091)	1,428,479	489,603 (779,936)
Indirect energy: office electricity ³	GJ	1,292 ⁴	1,075	1,092	1,119	864
Direct and indirect energy ³	GJ	3,948,562	4,032,976	2,781,184 (4,466,729)	1,667,682	716,846 (1,043,348)

1 2021 performance includes data from Malaysian assets where operational control commenced in August 2021. Data in brackets represents full calendar year including performance under previous operator.

2 2019 performance includes data from Montara where operational control commenced in August 2019. Data in brackets represents full calendar year including performance under previous operator.

3 Direct energy is energy generated onsite by the facility. Indirect energy defined as that generated and purchased offsite.

4 Electricity consumption at storage and supply warehouses was included in the totals reported in 2023, which had not been included in prior years. This explains the year-on-year increase.

Occupational health and safety

OH&S metrics ¹	Unit	2023	2022	2021	2020	2019
Hours worked ²	million hours	4.64	1.75	0.39	0.32	0.21
Lost time injury (“LTI”)	#	0	1	0	0	0
Recordable Incidents ³	#	4	5	3	0	1
Total recordable injury rate (“TRIR”)	rate	0.86	2.86	7.8	0	12.32
Life altering events/disabilities	#	0	0	0	0	0

1 2023 and 2022 metrics represent four operated assets and where relevant, Akatara gas development, whilst previous years were reported in relation to the two operated assets in Australia.

2 Hours worked represent Jadestone’s permanent and fixed term employees as well as contractors, including office-based employees from 2022 onwards.

3 Recordable incidents include fatalities, major injuries, lost time injuries (“LTIs”), alternative duties injuries (“ADI”), medical treatment injuries (“MTIs”) reported.

Asset integrity and process safety

Process safety metrics ¹	Unit	2023	2022	2021	2020	2019
Tier 1 PSE	#	1	1	1	0	0
Number and volume of significant hydrocarbon spills ²	#, m ³	1; 34.62	0	0	0	0

1 Data from 2022 onwards includes consolidated data from offshore operated assets (Australia and Malaysia). Previous years (2021, 2020 and 2019) contain data only for the Australian assets.

2 Significant hydrocarbon spill is a reportable spill relating to the activity which has caused or has the potential to cause moderate to significant environmental damage (determined as per Jadestone risk matrix).

Environmental management

Environmental metrics ¹	Unit	2023	2022	2021	2020	2019
Number of material environmental incidents ²	#	0	0	0	0	0
Oil in produced water	tonnes	48	55 ³	29	46	27
Produced water volume discharged	thousand m ³	5,967	6,008	2,833	3,209	1,866

1 Data from 2022 onwards includes consolidated data from assets in all operating countries (Australia and Malaysia). Previous years (2021, 2020 and 2019) contain data only for Australian assets.

2 Material environmental incidents are defined as events leading to having minor effect, recovery in weeks to months or higher as per Jadestone risk matrix.

3 2022 data was restated as OIW data for Stag was revised, due to the inline OIW meter analyser at the Stag facility was malfunctioned.

Workforce management and diversity

HR metrics as of 31 Dec 2023		Unit	2023	2022	2021	2020	2019
Total number of employees ¹		#	396	365	331	211	183
Permanent Employees		#	306	285	257	161	162
Employees by gender ¹							
Female		#	83	68	60	45	38
Male		#	313	297	271	166	145
Employees by country ¹							
Australia		#	182	166	157	148	135
Malaysia		#	154	144	131	30	20
Singapore		#	9	9	10	10	9
Indonesia		#	41	32	17	7	4
UK		#	1	1	1	0	0
Vietnam		#	9	9	8	9	12
New Zealand		#	0	4	7	7	3
New hires by country ¹							
Australia		#	30	62	23	20	88
Malaysia		#	37	29	105	14	7
Singapore		#	1	2	0	0	1
Indonesia		#	10	15	4	2	0
UK		#	0	0	1	0	0
Vietnam		#	0	0	1	5	1
New Zealand		#	0	0	0	0	0
Employee leavers (Group) ²		#	22	29	23	27	8
New hires (Group) ³		#	32	38	134	41	97
Local nationals – by country ³							
Australia		%	97%	98%	98%	96%	97%
Malaysia		%	95%	95%	97%	72%	66%
Singapore		%	33%	33%	44%	44%	33%
Indonesia		%	100%	100%	75%	75%	75%
UK		%	100%	100%	100%	N/A	N/A
Vietnam		%	80%	80%	100%	100%	100%
New Zealand		%	NA	N/A	N/A	N/A	N/A
Group		%	94%	94%	92%	88%	90%
Local nationals – senior and middle management by country ³							
Australia		%	87%	85%	92%	92%	100%
Malaysia		%	68%	63%	50%	40%	25%
Singapore		%	29%	14.3%	0%	0%	0%
Indonesia		%	100%	100%	67%	67%	67%
UK		%	100%	100%	100%	N/A	N/A
Vietnam		%	50%	50%	50%	50%	40%
New Zealand		%	NA	N/A	N/A	N/A	N/A
Gender diversity – Female ³ (Group)		%	21%	18%	16%	19%	N/A
Board		%	22%	22%	13%	13%	13%
Senior management		%	7%	8%	28%	21%	20%
Middle management		%	18%	20%	17%	16%	17%
Other employees		%	21%	18%	18%	21%	21%
Onshore employees		%	20%	18%	32%	36%	40%
Employee age diversity ³							
Board		%	0%	0%	0%	0%	0%
Board		%	11%	17%	17%	33%	33%
Board		%	89%	83%	83%	67%	67%
Senior management		%	0%	0%	0%	0%	0%
Senior management		%	47%	54%	55%	60%	65%
Senior management		%	53%	46%	45%	40%	35%
Middle management		%	0%	0%	13%	15%	14%
Middle management		%	61%	57%	66%	59%	62%
Middle management		%	39%	43%	21%	26%	24%
Other employees		%	5%	4%	5%	7%	8%
Other employees		%	62%	66%	62%	59%	61%
Other employees		%	33%	30%	33%	34%	31%
Performance review by category ³							
Board		%	100%	100%	100%	100%	100%
Senior management		%	100%	100%	100%	100%	100%
Middle management		%	100%	100%	100%	100%	100%
Other employees		%	100%	100%	100%	100%	100%

1 Refers to all headcount, including permanent employees, contractors and consultants.
2 Permanent employees leaving in the calendar year, voluntarily and involuntarily.
3 Permanent employees.

GRI index

Statement of use	Jadestone Energy plc has reported with reference to the GRI standards for the period 1 January 2022 to 31 December 2022. Jadestone has endeavoured to report on the disclosures across the elected material topics, wherever the data was available and disclosure was assessed as applicable.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	GRI 11: Oil and Gas Sector Standard 2021

GRI standard	Disclosure	Location ¹	GRI Ref No.
General disclosures			
GRI 2: General Disclosures 2021	2-1: Organisational details	SR: About this report, page 2 Basis of reporting, pages 48 to 49 AR: Strategic Report	
	2-2: Entities included in the organisation's sustainability reporting	SR: Basis of reporting, pages 48 to 49	
	2-3: Reporting period, frequency and contact point	SR: About this report, page 2 Contact point, page 58	
	2-4: Restatements of information	SR: Basis of reporting, Data clarifications and restatements, page 48	
	2-5: External assurance	SR: About this report, page 2	
	2-6: Activities, value chain and other business relationships	SR: About Jadestone, pages 8 to 9 Stakeholder management, page 12 Energy transition, pages 18 to 31 Basis of reporting, page 48	
	2-7: Employees	SR: ESG Data, Workforce management and diversity, page 52	
	2-8: Workers who are not employees	SR: ESG Data, Workforce management and diversity, page 52	
	2-9: Governance structure and composition	SR: Sustainability at Jadestone, pages 25 to 26 AR: Corporate governance	
	2-10: Nomination and selection of the highest governance body	AR: Corporate governance, Governance and Nomination Committee report	
	2-11: Chair of the highest governance body	AR: Corporate governance, Chair's corporate governance statement	
	2-12: Role of the highest governance body in overseeing the management of impacts	SR: Sustainability at Jadestone, Governance and business ethics, page 11 AR: Strategic report; Corporate governance	
	2-13: Delegation of responsibility for managing impacts	SR: Sustainability at Jadestone, Governance and business ethics, page 11 AR: Strategic report; Corporate governance	
	2-14: Role of the highest governance body in sustainability reporting	SR: Sustainability at Jadestone, Governance and business ethics, page 11 AR: Strategic report; Corporate governance: Health, Safety, Environment and Climate Committee report and Audit Committee report	
	2-15: Conflicts of interest	AR: Corporate governance, Application of QCA Code principles	
	2-16: Communication of critical concerns	AR: Strategic Report, Section 172 statement; Corporate governance	
	2-17: Collective knowledge of the highest governance body	AR: Corporate governance, Remuneration Committee report	
	2-18: Evaluation of the performance of the highest governance body	AR: Corporate governance, Remuneration Committee report	
	2-19: Remuneration policies	AR: Corporate governance, Remuneration Committee report	
	2-20: Process to determine remuneration	AR: Corporate governance, Remuneration Committee report	
	2-21: Annual total compensation ratio	AR: Corporate governance	
	2-22: Statement on sustainable development strategy	SR: About Jadestone, page 2 Message from the CEO, page 7	
	2-23: Policy commitments	SR: Sustainability at Jadestone, Governance and business ethics, page 11	
	2-24: Embedding policy commitments	SR: Sustainability at Jadestone, Governance and business ethics, page 11	
	2-25: Processes to remediate negative impacts	SR: Responsible Operations, pages 34 to 39	
	2-26: Mechanisms for seeking advice and raising concerns	SR: Sustainability at Jadestone, Governance and business ethics, page 11	
	2-27: Compliance with laws and regulations	SR: Sustainability at Jadestone, Governance and business ethics, page 11	
	2-28: Membership associations	Member of the Australian Petroleum Production & Exploration Association ("APPEA")	
	2-29: Approach to stakeholder engagement	SR: Stakeholder management, page 12 Value for Stakeholders, pages 42 to 45 AR: Strategic Report, Section 172 statement	
	2-30: Collective bargaining agreements	18% of total employees at year's end were covered by Enterprise Bargaining Agreements	

1 "SR" refers to Jadestone's 2022 Sustainability Report, "AR" refers to Jadestone's 2022 Annual Report

GRI standard	Disclosure	Location ¹	GRI Ref No.
Material topics			
GRI 3: Material Topics 2021	3-1: Process to determine material topics	SR: Sustainability at Jadestone, Material ESG topics, page 13	
	3-2: List of material topics	SR: Sustainability at Jadestone, Material ESG topics, page 13	
GHG Emissions			11.1
GRI 3: Material Topic 2021	3-3: Management of material topic	SR: Energy transition, pages 18 to 31 ESG Data, GHG Emissions, page 50	11.1.1
GRI 302: Energy 2016	302-1: Energy consumption within the organisation	SR: ESG Data, Energy consumption, page 51	11.1.2
	302-2: Energy consumption outside of the organisation	NA - value chain energy consumption data not available	11.1.3
	302-3: Energy intensity	NA - metric under evaluation	11.1.4
	305-1: Direct (Scope 1) GHG emissions	SR: ESG Data, GHG Emissions, page 50	11.1.5
GRI 305: Emissions 2016	305-2: Energy indirect (Scope 2) GHG emissions	SR: ESG Data, Energy consumption, page 51	11.1.6
	305-3: Other indirect (Scope 3) GHG emissions	SR: ESG Data, GHG Emissions, page 50	11.1.7
	305-4: GHG emissions intensity	SR: ESG Data, GHG Emissions, page 50	11.1.8
Climate adaptation, resilience and transition			11.2
GRI 3: Material Topics 2021	3-3: Management of material topic	SR: Energy transition, pages 18 to 31 ESG Data, GHG Emissions, page 50	11.2.1
GRI 201: Economic Performance 2016	201-2: Financial implications and other risks and opportunities due to climate change	SR: Energy transition, pages 18 to 31 ESG Data, GHG Emissions, page 50	11.2.2
GRI 305: Emissions 2016	305-5: Reduction of GHG emissions	SR: Energy transition, pages 21 to 23	11.2.3
Water and effluents			11.6
GRI 3: Material Topics 2021	3-3: Management of material topic	SR: Responsible operations, Water and effluents, pages 38	11.6.1
GRI 303: Water and Effluents 2018	303-1: Interactions with water as a shared resource	SR: Responsible operations, pages 35 and 38	11.6.2
	303-2: Management of water discharge-related impacts	SR: Responsible Operations, Water and effluents, page 38	11.6.3
	303-3: Water withdrawal	SR: Responsible Operations, Water and effluents, page 38	11.6.4
	303-4: Water discharge	SR: Responsible Operations, Water and effluents, page 38	11.6.5
	303-5: Water consumption	SR: RResponsible operations, Water and effluents, page 38	11.6.6
Asset Integrity & Critical Incident Management			11.8
GRI 3: Material Topics 2021	3-3: Management of material topic	SR: Responsible operations, Asset integrity and process safety, page 37 Responsible Operations, Case study: Remedial work at the Montara site to ensure asset integrity, page 36	11.8.1
GRI 306: Effluents and Waste 2016	306-3: Significant spills	SR: ESG Data, Asset integrity and process safety, page 51	11.8.2
Occupational health and safety			11.9
GRI 3: Material Topics 2021	3-3: Management of material topic	SR: Responsible operations, pages 34 to 38	11.9.1
GRI 403: Occupational Health and Safety 2018	403-1: Occupational health and safety management system	SR: Responsible operations, HSE Systems, page 35	11.9.2
	403-2: Hazard identification, risk assessment, and incident investigation	SR: Responsible operations, pages 34 to 35	11.9.3
	403-3: Occupational health services	SR: Responsible operations, Occupational health and safety, page 35 Responsible Operations, Case study: Health Week in Malaysia, page 34	11.9.4
	403-4: Worker participation, consultation, and communication on occupational health and safety	SR: Responsible operations, pages 34 to 35	11.9.5
	403-5: Worker training on occupational health and safety	SR: Responsible operations, pages 34 to 35	11.9.6
	403-6: Promotion of worker health	SR: Local communities and economic impact, page 44	11.9.7
	403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	SR: Responsible operations, pages 34 to 35	11.9.8
	403-8: Workers covered by an occupational health and safety management system	SR: Responsible operations, pages 34 to 35	11.9.9
	403-9: Work-related injuries	SR: ESG Data, Occupational health and safety, page 51	11.9.10
	403-10: Work-related ill health	SR: ESG Data, Occupational health and safety, page 51	11.9.11

¹ “SR” refers to Jadestone’s 2022 Sustainability Report, “AR” refers to Jadestone’s 2022 Annual Report

GRI standard	Disclosure	Location ¹	GRI Ref No.
Material topics			
Employment practices			11.10
GRI 3: Material Topics 2021	3-3: Management of material topic	SR: Workforce management and diversity, pages 42 to 45	11.10.1
GRI 401: Employment 2016	401-1: New employee hires and employee turnover	SR: ESG Data, Workforce management and diversity, page 11	11.10.2
	401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees	SR: Workforce management and diversity, page 42	11.10.3
	401-3: Parental leave	NA - metric to be reported with time	11.10.4
GRI 402: Labor / Management Relations 2016	402-1: Minimum notice periods regarding operational changes	Minimum notice period for permanent employees of 4 weeks – 1 month	11.10.5
GRI 404: Training and Education 2016	404-1: Average hours of training per year per employee	NA - consolidated metric to be reported with time	11.10.6
	404-2: Programs for upgrading employee skills and transition assistance programs	SR: Responsible operations, pages 35 and 38 Workforce management and diversity, pages 42 to 43	11.10.7
GRI 414: Supplier Social Assessment 2016	414-1: New suppliers that were screened using social criteria	SR: Sustainability at Jadestone, Governance and business ethics, page 11 2022 Modern Slavery statement (available at https://www.jadestone-energy.com/sustainability-2020/key-policies/)	11.10.8
	414-2: Negative social impacts in the supply chain and actions taken	SR: Sustainability at Jadestone, Governance and business ethics, page 11	11.10.9
Non-discrimination and equal opportunity			11.11
GRI 3: Material Topics 2021	3-3: Management of material topic	SR: Workforce management and diversity, page 42	11.11.1
GRI 202: Market Presence 2016	202-2: Proportion of senior management hired from the local community	SR: ESG Data, Workforce management and diversity, page 52	11.11.2
GRI 405: Diversity and Equal Opportunity 2016	405-1: Diversity of governance bodies and employees	SR: Workforce management and diversity, page 42 ESG Data, Workforce management and diversity, page 52	11.11.3
	405-2: Ratio of basic salary and remuneration	AR: Corporate Governance, Remuneration Committee report	11.11.4
GRI 406: Non-discrimination 2016	406-1: Incidents of discrimination and corrective actions taken	SR: Workforce management and diversity, page 42	11.11.5
GRI 404: Training and Education 2016	404-1: Average hours of training per year per employee	NA - consolidated metric to be reported with time	11.11.6
Economic Impacts			11.14
GRI 3: Material Topics 2021	3-3: Management of material topic	SR: Local communities and economic impact, pages 43 to 45	11.14.1
GRI 201: Economic Performance 2016	201-1: Direct economic value generated and distributed	SR: Local communities and economic impact, page 43	11.14.2
GRI 202: Market Presence 2016	202-2: Proportion of senior management hired from the local community	SR: ESG Data, Workforce management and diversity, page 52	11.14.3
GRI 203: Indirect Economic Impacts 2016	203-1: Infrastructure investments and services supported	SR: Local communities and economic impact, page 43 Responsible Operations, Case Study: Minimising biodiversity impacts of the Akatara gas development, page 39	11.14.4
	203-2: Significant indirect economic impacts	SR: Local communities and economic impact, page 43	11.14.5
GRI 204: Procurement Practices 2016	204-1: Proportion of spending on local suppliers	SR: Local communities and economic impact, page 43	11.14.6
Local Communities			11.15
GRI 3: Material Topics 2021	3-3: Management of material topic	SR: Local communities and economic impact, page 43	11.15.1
GRI 413: Local Communities 2016	413-1: Operations with local community engagement, impact assessments, and development programs	SR: Local communities and economic impact, pages 43 to 44	11.15.2
	413-2: Operations with significant actual and potential negative impacts on local communities	SR: Local communities and economic impact, pages 43 to 44	11.15.3
Significant topics			
Anti-competitive behaviour			11.19
GRI 3: Material Topics 2021	3-3: Management of material topic	SR: Governance, ethics and compliance, page 11 2023 ESG Performance, page 15	11.19.1
GRI 206: Anticompetitive Behaviour 2016	206-1: Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	SR: ESG Data, Business ethics and compliance, page 50	11.19.2
Anti-corruption			11.20
GRI 3: Material Topics 2021	3-3: Management of material topic	SR: Governance, ethics and compliance, page 11 2023 ESG Performance, page 15	11.20.1
GRI 205: Anticorruption 2016	205-1: Operations assessed for risks related to corruption	SR: ESG Data, Business ethics and compliance, pages 48 to 50	11.20.2
	205-2: Communication and training about anti-corruption policies and procedures	SR: Governance, ethics and compliance, page 11 2023 ESG Performance, page 15	11.20.3
	205-3: Confirmed incidents of corruption and actions taken	SR: ESG data, Business ethics and compliance, page 50	11.20.4

¹ “SR” refers to Jadestone’s 2022 Sustainability Report, “AR” refers to Jadestone’s 2022 Annual Report

Glossary

ALARP	As Low as Reasonably Practical
ANZECC/ ARMCANZ	Australian and New Zealand Environment and Conservation Council/Agriculture and Resource Management Council of Australia and New Zealand.
APAC	Asia-Pacific (region)
BMS	Business Management System
Carbon Dioxide Equivalent (CO₂-e)	Standard unit used to compare and account for emissions from various GHGs based on their global warming potential.
Carbon offsets	Carbon offsets refer to a reduction in GHG emissions – or an increase in carbon storage (e.g. through land restoration or the planting of trees) – that is used to compensate for emissions that occur elsewhere.
CAM	Competency Assurance and Management
CCWG	Climate Change Working Group
CDP	CDP (formerly the Carbon Disclosure Project) is a not-for-profit charity that runs the global disclosure system for investors, companies, cities, states and regions to manage their environmental impacts.
COP	Conference of the Parties is the supreme decision-making body to the United Nations Framework Convention on Climate Change. Paris conference is referred to as COP 21, whilst 2021 Glasgow's - COP 26.
CSR	Corporate Social Responsibility
Direct energy	Direct energy is defined as energy generated onsite by the facility itself. Indirect energy is defined as energy that is generated offsite and purchased by the company.
Diversification	Diversification of the business model towards low carbon assets.
DSA-NT	Down Syndrome Association of the Northern Territory
E&P	Exploration and Production
EIA	Environmental Impact Assessment
Emissions Intensity	Emission intensity is the volume of emissions (Scope 1) per unit of production (boe) given as kg CO ₂ -e/boe.
EP	Environment Plan
ERT	Emergency Response Team
ESG	Environment Social Governance
ESG Framework	System for standardising the reporting and disclosure of ESG metrics.
Fugitive emissions	Fugitive emissions are losses, leaks and other releases of gases such as methane and carbon dioxide (CO ₂) to the atmosphere that are associated with industries producing natural gas, oil and coal.
GCT	Group Crisis Team
GHG	Greenhouse gases, with 3 main gases including: carbon dioxide CO ₂ , methane CH ₄ , nitrous oxide N ₂ O. Each gas's effect on climate change depends on its concentration in atmosphere, how long in can stay in atmosphere for as well as how strong they can impact the T, expressed as a global warming potential.
GHG Protocol	GHG Protocol, a partnership between World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD), establishes global standardised frameworks to measure and manage greenhouse gas (GHG) emissions from private and public sector operations, value chains and mitigation actions.
GHG Scope 1	Direct GHG emissions emitted by a company when running its operations from owned or controlled sources.
GHG Scope 2	Indirect GHG emissions associated with purchased electricity or energy for heating and cooling buildings.

GHG Scope 3	Remaining indirect GHG emissions emitted across the value chain such as transportation and distribution, business travel, purchased goods and use of sold products; The latter is estimated to often contribute to up to 90% of overall company's emissions.
Global warming potential (GWP)	GWP is a factor describing the warming impact of one unit of a given GHG relative to one unit of CO ₂ Since the amount of warming a gas causes over a given period (normally 100 years) varies, GHG emission calculations must account for the GWP of each gas. GWP is an index with CO ₂ having an index value of 1. The GWP for all other GHGs refers to the amount of warming they cause compared to CO ₂ . GWP of 1 unit of methane (CH ₄) is 28 times more powerful than one unit of CO ₂ .
GRI	Global Reporting Initiative is the most widely used reporting framework in sustainability reporting.
HIPO	High Potential Events are defined to be any incident or near miss that could, in other circumstances, have realistically resulted in one or more fatalities.
HR	Human Resources
HSE	Health Safety Environment
HSEC	Health, Safety, Environment and Climate
HSE MS	Health Safety and Environment Management System
HSR	Health & Safety Representatives
IEA	International Energy Agency
IEA APS scenario	Announced Pledges Scenario (APS), assumes full implementation of countries' pledges announced under the Paris Agreement and updated ahead of COP26 in Glasgow, and estimates an average temperature rise of 2.1°C.
IEA NZE by 2050 scenario	Net Zero Emissions Scenario (NZE) sets out a narrow but achievable pathway to reach net zero emissions by 2050, and projects a 50% chance of limiting global temperature rise to 1.5°C without a temperature overshoot.
IEA SDS scenario	Sustainable Development Scenario (SDS) sees an accelerated transition to a low-carbon world and net zero emissions by 2070, and projects a 66% chance of limiting temperature rise to 1.8°C and a 50% chance of limiting it to 1.65°C.
IEA STEPS scenario	IEA's Stated Policies Scenario (STEPS) reflects current policies that are in place assumes policies and targets already announced by governments are enacted, but that there is no further policy development on climate change beyond this, and estimates an average temperature rise of 2.7°C.
IEA WEO	International Energy Agency World Energy Outlook, an annual publication of energy analysis and projections.
IMT	Incident Management Team
Indirect energy	Indirect energy is defined as energy that is generated offsite and purchased by the company.
IOGP	International Association of Oil & Gas Producers is the petroleum industry's global forum in which members identify and share best practices to achieve improvements in health, safety, the environment, security, social responsibility, engineering and operations.
IPCC	Intergovernmental Panel on Climate Change
IPIECA	Originally the “International Petroleum Industry Environmental Conservation Association” is a global not-for-profit oil and gas industry association for environmental and social issues.
KPI	Key Performance Indicator
LED	Light-emitting diode (type of lighting)
LMT	Likely Material Topics

LOPC	Loss of Primary Containment is an unplanned or uncontrolled release of material from primary containment, including non-toxic and non-flammable materials.
LTI	Lost Time Injury
M&A	Mergers and Acquisitions
MACC	Marginal Abatement Cost Curve
MAE	Major accident event
MODU	Mobile Offshore Drilling Unit
Nature-based solutions (NBS)	Solutions based on nature rely on functioning ecosystems as infrastructure to provide natural services to benefit society and the environment. There are many NBS on a local level such as restoring wetlands and mangroves that can provide climate adaptation benefits, beyond other advantages.
NGO	Non-governmental Organisation
Net Zero	State reached when an organisation's GHG emissions are reduced in line with the goals of the Paris agreement, and any remaining emissions that cannot be further reduced are fully neutralised by like-for-like permanent removals
Net Zero Roadmap	A detailed plan for achieving Net Zero by 2040 commitment.
NETTS	National Energy Technician Training Scheme
NGERS	National Greenhouse and Energy Reporting (NGER) scheme. A single national (Australia only) framework for reporting and disseminating company information about greenhouse gas emissions, energy production and energy consumption.
NOPSEMA	Australian National Offshore Petroleum Safety and Environmental Management Authority
NOx	Nitrogen oxides
OHS	Occupational Health and Safety
OIW	Oil-in-Water concentration
Paris alignment	There is no agreed definition or standardised approach to what Paris aligned exactly means for a company, however, the implied meaning is related to businesses from all sectors being increasingly expected to demonstrate that their targets and plans for reducing carbon emissions are consistent with the goals of the Paris Agreement – commonly referred to as ‘Paris alignment’.
PenMal	Peninsular Malaysia
Produced water	Produced water is water that comes out of the well with the crude oil during crude oil production.

PSE	Process Safety Event, including Tiers 1, 2, 3, following the definitions as per IOGP Report 456.
Tier 1	A Tier 1 Process Safety Event (PSE) is an unplanned or uncontrolled release of any material (Loss of Primary Containment, or LOPC), including non-toxic and non-flammable materials (e.g., steam, hot water, nitrogen, compressed CO ₂ , or compressed air), from a process that results in the greatest consequences as defined by IOGP Report 456.
Tier 2	A Tier 2 Process Safety Event (PSE) is a LOPC with lesser consequence. A Tier 2 PSE is an unplanned or uncontrolled release of any material, including non-toxic and non-flammable materials (e.g., steam, hot water, nitrogen, compressed CO ₂ or compressed air), from a process that results in one or more of the consequences as define by IOGP Report 456 and is not reported as a Tier 1 PSE.
Tier 3	LOPC categorised in Tier 3 (slight release) are those releases below Tier 2 threshold quantity based on API 754 and IOGP Report 456. As a rule of thumb, it is assumed that immediate actions are taken to mitigate LOPCs from Tier 1 & 2 and prevent from escalating to major accident.
RCP	Representative Concentration Pathways
RIC	Reinjection Compressor
Reportable incidents	Reportable refers to there being no breach of the Environmental Performance Outcomes as defined in the Environment Plan for the asset in alignment with NOPSEMA's definition.
SASB	Sustainability Accounting Standards Board publishes industry-specific standards to help businesses identify, manage and report on sustainability topics that matter most to their investors. It has recently merged with IIRC into Value Reporting Foundation in the effort towards consolidation.
Significant hydrocarbon spills	Significant hydrocarbon spills is a reportable spill relating to the activity which has caused or has the potential to cause moderate to significant environmental damage (determined as per Jadestone risk matrix).
SOx	Sulphur oxides
TCFD	Task Force on Climate-related Financial Disclosures
TRIFR	Total Recordable Incident Frequency Rate
TVOC	Total volatile organic compounds
UN SDGs	United Nation's Sustainable Development Goals
WEF	World Economic Forum

Contact information

Head Office
Jadestone Energy plc
3 Anson Road
#13-01 Springleaf Tower
Singapore 079909

www.jadestone-energy.com



